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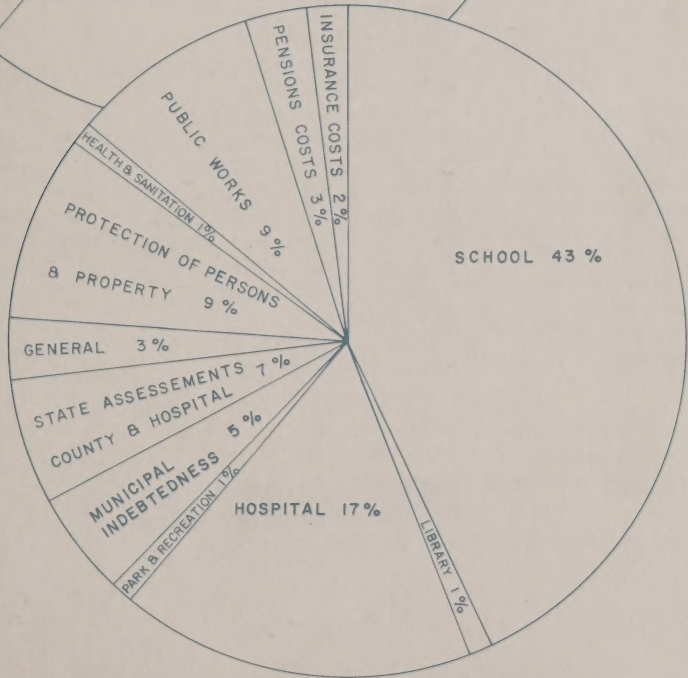
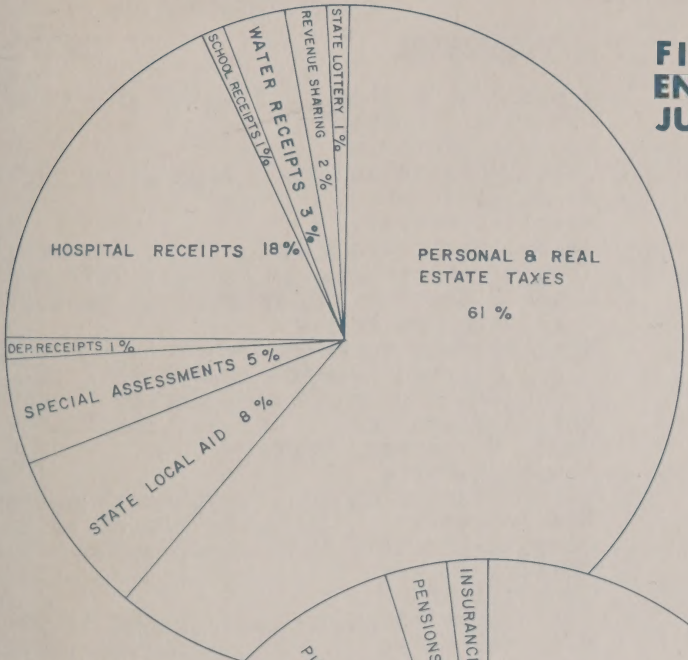
Needham, Mass.

3100

NEEDHAM ANNUAL TOWN REPORT

WHERE THE MONEY CAME FROM

FISCAL YEAR
ENDING
JUNE 30, 1976



WHERE THE MONEY WENT

IN TRIBUTE...

TOWN OF NEEDHAM, MASSACHUSETTS

The following persons retired from the Town of Needham during the period of July 1, 1975 through June 30, 1976. We gratefully acknowledge their services to the community.

<u>NAME</u>	<u>DEPARTMENT</u>	<u>YEARS of SERVICE</u>
Helen D. Adams	Assessors' Office	15
George E. Boston	DPW-Water Division	27
Lois M. Carley	School-Cafeteria	30
Raymond Chambers	School-Custodian	24
Virginia R. Cummings	Hospital-Nurse	10
Eva S. Earle	Hospital-Nurse	18
Harold R. Fahy	School-Custodian	13
Lillian A. Goldsberry	Hospital-Nurse	23
Claire Hooper	Grade 2 teacher, Hillside and Stephen Palmer	16
Dorothy Johnson	Kindergarten teacher, Dwight and Stephen Palmer	11
Bette M. Joy	School-Cafeteria	9
Lester Kershaw	School-Custodian	14
Alice Koehler	Grade 2 teacher, Carter	18
Mary M. Lorimer	Hospital-Nurse	12
Lawrence Martin	School-Custodian	18
Robert Montgomery	DPW-Forestry	29
Anne R. O'Brien	Hospital-Nurse's Aide	8
Lillian L. Palmer	Hospital-Clerk	5
E. Greta Pedersen	Hospital-LPN	17
Robert R. Poor	School-Custodian	3
Hilda Porter	Hospital-Nurse	25
Margaret Pritchard	Hospital-Secretary	10
Consuelo Schofield	Assessor's Office	38
Lillian T. Sharpe	School-Secretary	18
Barbara I. Shibbes	Accounting Office	11
Olive H. Sparkes	Police-Safety Patrol	21
Arthur Thayer	Accounting-Assistant Comptroller	11
Ann R. Tirrell	School-Secretary	22
Fred S. Tordoff	School-Custodian	10
Joseph Wainwright	DPW-Highway	21
Herta Wichelhaus	School-Custodian	8
Walter Wilczewski	School-Custodian	15

IN MEMORIAM...

John J. Krawiecki	Police-Patrolman	29
Dolores Potter	Hospital-Housekeeping	10
William J. Sullivan, Jr.	DPW-Water	6

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N
ARCHIVES

Fiscal yr 7/1/75 - 6/30/76

OUR TOWN

SITUATION:

about 10 miles southwest of Boston.
Geodetic position of Town Hall:
Latitude 42°-16'-51.567", Longitude
71°-14'-13.048.

POPULATION:

9,936 (1975 State Census)

AREA:

approximately 12.75 square miles.

ELEVATION:

5 feet above sea level at Rose-
mary Meadows, 180 feet at Needham
Square, 300 feet in Birds Hill.

ASSESSED VALUATION:

312,017,000, Real Estate only,
12,912,950, Personal Property.
324,929,950, Total.

TAX RATE:

for the period from July 1, 1975-
June 30, 1976: \$51.40 of which
28.09 is for Schools.

TOWN HALL:

built in 1902. Phone: 444-5100.
John W. Allen, custodian.

OFFICES OPEN TUESDAY EVENING:

offices of Selectmen, Second and
Fourth Tuesday; Office of Town
Clerk, Second and Fourth Tuesday;
Planning Board, every Tuesday,
Assessors, Second and Fourth Tues-
day by appointment only.

REPRESENTATIVES IN CONGRESS:

Edward W. Brooke
Edward M. Kennedy

STATE SENATOR:

David H. Locke of Wellesley
(Norfolk & Middlesex District)

REPRESENTATIVE IN CONGRESS:

John J. Moakley of Boston (Ninth
Congressional District).

REPRESENTATIVES IN GENERAL COURT:

Gilbert W. Cox, Jr. (Prec. A,B,C,E,
F,G,I,J); Charles Long (D); David
Mofenson (H)

MEMBER OF GOVERNOR'S COUNCIL:

Herbert L. Connolly of Newton
(Second Councillor District)

QUALIFICATIONS FOR REGISTRATION AS

VOTERS: Must be 18 years of age,
American born or fully naturalized.
Registration Monday through Friday
8:30 am to 5 pm, Second and Fourth
Tuesday evening, at the Town Clerk's
office, special evening Sessions of
Registrars held preceding elections.

ABSENTEE VOTING:

All elections.

DOG LICENSES:

All licenses expire March 31. A dog
should be licensed when 3 months old.
Fees: Male-\$3; Female-\$6; Spayed-\$3.

TAX BILLS:

Now paid semi-annually due March 15
for first 6 months. If unpaid on
May 1, interest will be added accord-
ing to law from April 1. Due July 1
for last 6 months. If unpaid on
November 1, interest will be added
according to law from October 1. Motor
excise and water bills are due sixty
days from date of issuance.

BOARD OF HEALTH:

Householders shall report to the Board
of Health all cases of communicable
diseases, unless a physician is in
attendance.

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BOARD OF SELECTMEN



L. to R.: Francis A. Facchetti, Benedict Horowitz, E. Loretta Reynolds, Chrm.; Henry D. Hersey, Richard M. Salamone.

This year the Board of Selectmen has continued to exert its leadership in the many areas under its jurisdiction. The Board in its capacity as Police Commissioners, Public Works Commissioners and Town Agents met regularly during the year overseeing those duties designated under the Massachusetts General Laws. In addition to these responsibilities, the Board has continued to be involved in those activities which strengthen the unique community spirit of the Town.

The decision by the M.B.T.A. relative to the Orange Line is closer at hand. The Board has not waived from its position for an upgraded commuter railroad system. It is the Board's opinion that rapid transit, if adopted, will have a detrimental effect on the character of the town. The Board is aware that improper planning by the M.B.T.A. could negatively effect the present quality of our Town and will take all necessary steps to enjoin those parties seeking to change the distinctive character of Needham.

The experiment relating to local transportation (minibuses) was launched on October 2, 1976, and the Board extends its appreciation to all of our fellow citizens who have taken an active role in bringing this program to fruition.

The downtown and heights business areas have been noticeably improved over the past few years. This new look was accomplished by the cooperation of the merchants, landlords and members of local Government. This effort will continue through the auspices of those conscientious citizens who are concerned with an uplifted image in those areas particularly designated for business.

The Town also acquired an additional 11,400 square feet from the M.B.T.A. at no cost for additional parking in the downtown business area. The town meeting endorsed this plan with the appropriation of the sum of \$10,000.00 to improve that facility.

Hopefully, within the next six months the Stephen Palmer will be converted to apartments which will fulfill a

housing need that exists for a number of our senior citizens. At the same time, the integrity of that Needham landmark will be maintained. The townspeople will also benefit from the space designated for Town use.

The Bicentennial celebration came to a successful conclusion, and the Board's appreciation goes to all of Needham's citizens who participated. A special thanks to the three co-chairmen: Paul F. Saint, Sally A. Levitan and Sidney A. Dimond.

Congratulations to Robert A. MacEwen, Public Works Director, for being named one of the top ten Public Works Directors in the Nation.

The strengthening of the Police Department has been a priority item to the Board during the past year. Two additional lieutenants have been appointed, and the Town meeting has allocated funds for a constructive survey of both the police and fire departments.

A change in the membership of the Board occurred in April upon the retirement of Selectman H. Phillip Garrity, Jr. Mr. Garrity's dedication to the Town as a Selectman for two terms and as a member of the Finance Committee has earned him the respect and gratitude of all of our townspeople. Mr. Francis A. Facchetti, a former Chairman of the Planning Board, was elected as a new member.

Local government is required to be responsive to the total needs of the community. Your Selectmen have made every effort to meet this requirement and will continue to do so to the best of their abilities.

TOWN CLERK



Rose O. MacKenzie, Town Clerk

The Town Clerk's office was especially busy this fiscal year with the Presidential Primary in March and the Town Election in April. Daily registration of voters was unusually heavy throughout the year.

In addition to election activity a Special Town Meeting was held November 10, 1975 and disposed of eleven articles in two sessions. The 1976 Annual

Town Meeting held in May required four sessions to complete the 40 article Warrant.

But in spite of the election activity, the regular routine of the office had to be carried on. The General Laws of Massachusetts list more than one hundred specific duties which are assigned to Town Clerks. Chapter 303 of 1975, the amended "Open Meeting Law," and Chapter 808 of 1975, a Zoning Enabling Act, are two examples of additional duties imposed on Town Clerks by the legislature. Births, deaths and marriages were entered on our records and copies transmitted to the State. Requests for certified copies were filled, over 2,800 dog licenses were issued, as well as seventeen different kinds of fish and game licenses. Various other licenses and permits granted by the Selectmen were processed.

The Town Clerk's office is open daily, Monday through Friday, from 8:30 a.m. to 5:00 p.m. and on the second and fourth Tuesday evenings from 7:30 to 9:00 p.m.

Receipts 7-1-75/6-30-76

Dog Licenses - \$ 9,639.50
Fish & Game Licenses - 8,202.50
Miscellaneous - 10,013.65

BOARD OF REGISTRARS



L to R: Francis J. Donahue, June E. Koss, Rose O. MacKenzie, Mary C. Buckley.

In the Presidential Primary on March 2, 1976, 6,988 voted; this was 39% of the registered voters: 4,232 Democrats and 2,756 Republicans.

At the Town Election on April 12, 1976, 5,916 voted which was 33% of the eligible voters.

Registrars Mary Buckley and June Koss held a special registration session at Needham High School on May 19, 1976 and 66 students were registered.

When the Voting Lists were revised on May 21, 1976 there were 17,105 registered voters distributed as follows:

Prec.	Repub- lican	Demo- crat	Amer- ican	Unen- rolled	Total
A	322	631	1	643	1597
B	502	695	0	823	2020
C	719	629	1	750	2099
D	709	638	0	716	2063
E	786	552	0	603	1941
F	453	515	2	378	1348
G	455	376	0	446	1277
H	539	708	0	585	1832
I	458	426	0	425	1309
J	500	561	0	558	1619
Total	5443	5731	4	5927	17,105

LEGAL DEPARTMENT



William A. Cross, Town Counsel

During the fiscal year ending on June 30, 1976, the Town Counsel rendered the following services:

1. Attended all regular and special town meetings; also prepared or reviewed all warrant articles, prepared all motions and rendered legal advice relative thereto.
2. Attended all regular and special meetings of the Board of Selectmen and rendered legal advice relative to its official business when the need arose.
3. Rendered legal opinions and advice to other town departments and agencies when called upon to provide such services.
4. Approved all contracts, bonds and documents when requested by any of the town officials, departments and agencies.
5. Represented the town generally and with respect to the particular business of any town officials, departments or agencies before the Courts and administrative tribunals when the need to be represented by counsel arose.

The need and demand for legal counsel's services has become more significant and necessary in recent years because (1) many new administrative agencies and tribunals have been created that provide quasi-judicial functions and the participation by legal counsel is essential, (2) the additional duties of legal counsel to effectively serve the Town of Needham involves substantially more time, and (3) due to the prevailing trends of recent years the legal profession generally resorts to a greater degree of specialization in a particular legal

field to provide a higher quality of service.

For some if not all of these reasons special legal counsel were employed during the fiscal year ending in June, 1976 to (1) serve the Personnel Board in connection with collective bargaining likely to involve extended hearings technically called (a) fact finding and (b) arbitration, and (2) to serve the Hospital Trustees in connection with obtaining a "certificate of need" from the State Board of Health to permit the hospital expansion program to go forward. This method of supplying this additional required legal service for the Town was participated in and fully supported by the town agencies involved who were the Board of Selectmen, Personnel Board, Hospital Trustees and Finance Committee. Furthermore, the success of this warrants similar considerations when the need to supplement our legal muscle arises in the future.

ACCOUNTING DEPARTMENT



R. Everett Isherwood, Town Accountant.

In accordance with the provisions of Chapter 41, Section 61 of the General Laws, under the Uniform Municipal Accounting System prescribed by the Director of Accounts in Massachusetts, detailed reports of receipts and expenditures submitted for the provisional period beginning July 1, 1975 and ending June 30, 1976 are set forth in the following schedule:

- Debt Statement
- Receipts and Sources of Receipts
- Expenditures
- Balance Sheet
- Deferred Revenue
- Investment Account and Trust Fund Balances

All invoices and payrolls for payment during this period by all Town Departments have been checked both for accuracy and legal requirements.

Payrolls for all departments are prepared from payroll worksheets for submission to the Data Processing Center. Payroll Registers are prepared for approval and signature of the Town Comptroller accompanied with proper documentation and accounting control. Payroll Registers are submitted to de-

partment heads and/or committees or commissions for signature approval. Appropriation balances are distributed weekly and monthly to all town departments for verification. The cooperation of all departments throughout the Town is very much appreciated and gratefully acknowledged.

Financial information begins on page 34.

DATA PROCESSING CENTER



L to R: Robert P. Jussuaume, A. Ramsey Gifford, R. Everett Isherwood, John R. Reilly, Glenn T. Barber.

The Center provides for the maximum utilization of data processing and services for the Town of Needham. The department's keypunch machines were replaced by a Honeywell Keytape System in January of 1976. A computerized voting system was installed in the past year. This type of automated voting is used in over 30 Towns in Massachusetts, and has gained wide acceptance throughout the Commonwealth.

The Center's Statement of Objectives is: To organize, promote and develop comprehensive data processing systems that will improve preparation, collection and retrieval of significant data and to maintain a bank of this data. To make systems studies and improve accounting and record keeping procedures, produce revenue and expenditure documents.

The following is a list of major applications processed on our data processing equipment for the accounting period ending June 30, 1976:

- Payroll for all Town departments
- Consortium EEA payroll
- Pension payroll
- Retirement statements
- Bank reconciliations
- Labor distribution
- Water billing and related accounting
- Expense reporting - Budget analysis
- Arrest and crime statistics for Police Department
- Real Estate and related accounting
- Computerized voting

Detail information required for real estate and similar operations need

only be kept updated for future use, thereby substantially reducing clerical work in other departments.

The services of the Data Processing Department are extended to numerous municipal applications. Requests for these services are accepted from all Town departments.

CONTRIBUTORY RETIREMENT BOARD



L to R: Joseph Carey, R. Everett Isherwood, James R. Bobillier, Louis F. Klein, Jr.

The Needham Contributory Retirement Board meets on the last Thursday of each month in the Comptroller's office in the Town Hall. R. Everett Isherwood, Louis F. Klein, Jr., and James R. Bobillier comprise the membership of the Board. Joseph P. Carey is Executive Secretary to the Board.

As of June 30, 1976 there were 830 active Town employees enrolled as members of the Contributory Retirement System. On this same date there were 254 persons receiving monthly retirement benefits, an increase of 19 pensioners from one year ago.

A summary of operations of the Retirement System for the period July 1, 1975 to June 30, 1976 is as follows:

Contributions from Employees	\$ 420,258
Less: Refunds to ex-Employees	89,823
Net contributions	330,435
Appropriation from the Town of Needham	649,469
Investment Income/ Bond Amortization	291,038
Total Receipts	1,270,942
Payments to Pensioners	828,508
Payments to Survivor Beneficiaries	27,800
Expenses	3,876
Total Disbursements	860,184
NET INCREASE IN ASSETS	410,758
TOTAL ASSETS as of June 30, 1976	4,364,428

One of the major functions of the Retirement Board is the prudent investment and supervision of the System's cash funds. The return on invested funds for FY 1976 averaged 6.7%. Members' accounts will be credited with interest at the rate of 6% for the calendar year 1976.

TREASURER AND TAX COLLECTOR



A. Ramsay Gifford, Town Treasurer and Tax Collector.

Once again it was not necessary to borrow any funds in anticipation of real estate taxes. Receiving our real estate taxes twice a year has allowed your Treasurer to invest surplus funds which amounted to the sum of \$214,179.37 in interest.

The amount received through Federal Revenue Sharing totaled \$382,147.00. Surplus funds were invested and amounted to \$20,383.61. \$400,000.00 was allocated by the Town Meeting Members in April, 1976, to be applied to the Police and Fire Department salaries.

COMMISSIONER OF TRUST FUNDS



L to R: L. Clarke Hill, Gerald Swartz, Alden Eberly.

Balance of Funds as of June 30, 1975
\$402,640.49

Balance of Funds as of June 30, 1976
\$552,071.19

The board of the Commissioners of Trust Funds consists of three Commissioners who are each elected for a three year term. It is the board's responsibility to supervise the investment of all trust funds bequeathed or given to the town.

The Commissioners meet monthly, or more often as necessary, at which time the investments are reviewed and updated. Discussions are held with the trustees and town officials.

The citizens of Needham continue to benefit by the generous gifts of people who give funds to the Glover Hospital, the Public Library, the Park

and Recreation Commission, the Council on Aging, the Schools, the Cemetery and Scholarships. Again the Commissioners thank those who have been thoughtful with their gifts.

FINANCE COMMITTEE



L to R: Kenneth E. MacWhinney, A. William Rhodes, Warner B. Hartford, Exec. Sec., William L. Mather, Robert E. Kettlety, John C. Hatch, Richard C. Pierce. Missing from photo: Charles W. Robins, Jonathan D. Horne, Edward B. Murphy.

The Finance Committee's primary function is to advise Town Meeting with respect to town department budgets and other areas which affect the financial condition of the town. The Committee consists of nine members appointed by the Moderator plus a part-time paid Executive Secretary.

The Committee prepares budget guidelines for town departments and reviews all budgets to be submitted to Town Meeting. Major capital expenditures (these in excess of \$5,000) are reviewed by the Capital Budget Subcommittee. Through the use of the Staffing Control By-Law the Finance Committee is able to review the filling of any personnel vacancy which occurs in any town department other than the School Department or Glover Hospital. In the two years since the Finance Committee was given this authority by Town Meeting, reductions in personnel and improved personnel utilization in several departments have been achieved.

If the costs of town services and other obligations continue to increase at a faster rate than the town's valuation, strong pressure on our tax rate must result. The Finance Committee continues to work with all departments seeking increased efficiencies in the use of the town's resources, both personnel and equipment.

BOARD OF ASSESSORS



L to R: Herbert L. Dodge, Andrew M. Carlin, James A. Newsloom

At the 1975 annual town meeting a study and advisory committee was appointed to work with the Board of Assessors to clarify the role of the assessors in complying with the mandate of the Massachusetts Supreme Judicial Court for all cities and towns to reassess all properties at full and fair cash value. Needham will comply with this law. However, the plan by which this will be accomplished is still under study. The study committee recommended that the reassessment be handled by a factoring process. Districts of the town will be analyzed under a sales ratio analysis and factors resulting from this study will be used to assess the specific district to which it relates. Several districts of the town will be reviewed house by house as the factoring process is not applicable.

The end result of a town-wide revaluation will increase the total valuation of the town and will result in a reduction in our tax rate. However, this does not necessarily mean a lower tax to the individual taxpayer. In fact, the revaluation could result in an increase in some taxes and a lowering in others.

The 100% evaluation or full and fair cash value assessment will affect all exemptions that are granted under the Massachusetts General Laws. Last year the Board of Assessors approved 699 exemptions to qualified taxpayers. An explanation of the 699 exemptions follows:

- 6 exemptions granted under Clause 17 for widows, aged persons and minors
- 17 exemptions granted under Clause 18 for hardship
- 484 exemptions granted under Clause 37 for the blind
- 175 exemptions granted under Clause 42 for certain elderly persons
- 2 exemptions granted under Clause 41A for persons over 65 and qualifying.

The assessors' office would be glad to explain the qualifications under each of these exemptions to any taxpayer who feels he may be entitled to an exemption.

Under Clause 41, which is the exemption for elderly citizens, your net worth can not exceed \$45,000.00 for a couple or \$40,000.00 for an individual. When homes are assessed at full and fair cash value, many qualified taxpayers will not qualify as the assessment is one of the factors used in computing your net worth.

Under Clause 17, which is the exemption for widows, aged persons and minors, the value of the taxpayer's whole estate, real and personal, can not exceed \$20,000.00.

If every city and town in Massachusetts revalues all property at full

and fair cash value, the hardship on exemptions will be felt in all cities and towns, in which case the legislature will be called upon to make adjustments in the qualifications for exemptions.

BUILDING DEPARTMENT



L to R: Donald B. Griffin, Wiring Inspector; John C. Rosenfeld, Building Inspector; Chester E. Bosselman, Plumbing and Gas Inspector.

The Fiscal Year 1975-76 might be considered as a year of normalcy. The number of amendments to the State Building Code have been numerous. The most important change now requires a smoke detector (approved by Underwriter's Laboratories) on each level of all new one and two family dwellings and in homes being substantially altered.

The Electrical and Plumbing Codes have had only minor revisions.

During the year the total number of permits issued was 1917, an increase of 9%. A breakdown of the 9% in the various categories of permits reads as follows: New Houses - 14% increase; Residential Alterations and Repairs - up 8%; Commercial Alterations and Repairs - 25% increase; Swimming Pool Permits - 29% decline; Sign Permits - 54% increase; Demolition Permits - 45% increase; Plumbing Permits - 14% increase; Gas Permits - 29% decline; Wiring Permits - 13% increase.

Fiscal Year	Single Family Dwellings	Permits Bldg.	Total
1974-75	44-\$1,689,000	619	1,754
1975-76	50-\$2,199,000	689	1,917

	Employees	Budget	Expenditures
1974-75	4	\$56,570	\$55,388.06
1975-76	4	\$57,705	\$56,809.56

	Fees Collected	Salaries	Expenses
1974-75	\$16,961.30	\$51,590.97	\$3,797.09
1975-76	\$19,250.75	\$55,829.45	\$ 980.11

PLANNING BOARD



Seated L to R: Ellen M. Canavan, Norman A. Homsy, Jean S. Hilton. Standing L to R: Stanley R. Tippet, Thomas W. Fennessey, Planning Director; Robert H. Seaman, George N. Giunta.

During fiscal 1975 the Planning Board held 27 regular meetings and 3 special meetings. The Board reviewed 24 applications for either variances or special permits from the Zoning By-Law for advisory recommendations to the Board of Appeals and acted on 29 plans believed "Not to require Approval under the Subdivision Control Law."

With technical assistance from the Public Works Department, the Board continued to review several active subdivisions, namely: Crestview Road, Valley Road, Standish Estates, Canterbury Lane, Meetinghouse Circle and Stratford Road. One subdivision consisting of two lots located off Greendale Avenue just south of the railroad was approved after a duly advertised public hearing.

Three articles were proposed by the Planning Board to Town Meeting. Under Article 5 of the Special Town Meeting, the Zoning By-Law was amended to require that no boat, motor home, or trailer be located closer than 5 feet to any lot line. Two articles were adopted by the Annual Town Meeting in May of 1976. The first article eliminated the vast majority of lots which were split by more than one zoning district by adjusting the zoning district boundary line to coincide with the property line.

The second article revised the Zoning By-Law so that individual property owners having several lots in common ownership would be required to combine them to form a lot which conforms with the present minimum zoning requirements. The blanket exemption for lots recorded prior to June 13, 1939 was also eliminated. This revision will assist in preventing development on small lots which are not compatible with lot sizes already existing in the neighborhood.

The Planning Board in cooperation with the Board of Selectmen and the Transportation Committee successfully pre-

pared an application for funding an intra-town transit service. In the Fall of 1975 Governor Dukakis announced that the Town of Needham was the first community in the Commonwealth to receive \$50,000 to establish a minibus service.

The Planning Board was also involved in the following activities during the past year:

- (1) Review of proposals by Babson Recreation, Inc. to construct an indoor athletic center on the Needham-Wellesley line.
- (2) Preparation of an application for funding under the Community Development Block Grant program.
- (3) Review of the new Zoning Act, Chapter 808 and establishment of a program to revise the Needham Zoning By-Law in accordance with the Act.
- (4) A comprehensive study and report to the Needham Board of Appeals on the McNeil and Associates, Inc. proposal to construct low and moderate income housing under Chapter 774 on the Central Avenue site.
- (5) Printing of a completely updated zoning map.
- (6) Maintenance of the Town's eligibility for Federally subsidized flood insurance under the 1973 Flood Disaster Protection Act.
- (7) Obtained technical staff assistance from the Office of Local Assistance of the Department of Community Affairs for the Stephen Palmer Study Committee to evaluate adaptive reuse of the Stephen Palmer School.

An additional matter of grave importance to the Town, the proposed up-grading of the Needham Branch for either rapid transit or commuter rail, is still under study by the Massachusetts Bay Transit Authority and the Executive Office of Transportation and Construction. We have been advised that both options are presently open, and the Planning Director has been actively attending all meetings relative to this subject as well as coordinating the efforts of the Town's three consultants.

At the conclusion of the Annual Town Meeting in May, George N. Giunta was appointed Chairman of the Planning Board, assuming the reins from Norman A. Homsy, while Ellen M. Canavan was appointed Vice Chairman.

BOARD OF APPEALS



L to R: Barbara Thornton, William J. Tedoldi, Charles E. Downe, Hertz N. Henkoff.

Any party may petition the Board of Appeals for:

- (1) a variance from the Zoning By-Law,
- (2) a special permit where required by the Zoning By-Law, and
- (3) a review of the action of the Building Inspector in granting or refusing to grant a permit under the provisions of the Building or Zoning By-Law.

All matters brought before the Board must be in compliance with the applicable provisions of the General Laws. The Board consists of three members and two associates, appointed by the Board of Selectmen.

The Board of Appeals held ten sessions during the period July 1, 1975-June 30, 1976 and made decisions on 27 petitions. Eighteen appeals were granted, seven appeals were denied, and two were given leave to withdraw without prejudice. All decisions are filed in the Town Clerk's Office and are public record.

In April the Board held its first hearing under the provisions of Chapter 774 of the Acts of 1969 when Neholden Glen Associates applied for a Comprehensive Permit to construct 72 units of low and moderate income housing at premises located on Central Avenue. After a lengthy hearing at Newman School, site visits and other investigations carried out by the Board members, a favorable decision with conditions including a reduction to 61 units was rendered.

In June 1976 after several years of service on this Board, William J. Mullen resigned. His contributions and services are gratefully acknowledged on behalf of the Board and the Town.

Under the provisions of the General Laws, all matters must be the subject of a public hearing. The first of two publications of a "Notice of Hearing" must appear in a local newspaper at least 14 days prior to the date of the hearing. The expense of such advertising is the responsibility of the petitioner and is included in the filing fee mentioned below. If a

favorable decision is rendered and filed with the Town Clerk, a notice of such favorable decision is furnished by the Board and must be recorded by the petitioner at his expense at the Norfolk Registry of Deeds, Dedham, Massachusetts, before the decision becomes effective. Application forms and Rules of Procedure for hearings may be obtained in the Town Clerk's Office during business hours. Rules of the Board require that a filing fee of forty dollars accompany each application, together with a plot plan in triplicate and a list of the names and addresses of all abutters and abutters to abutters of the site. Applications may be filed in the Town Clerk's Office.

All hearings are normally held in the Town Hall, usually on Tuesday evenings as necessary. All are welcome to attend. Decisions are rendered in accordance with the General Laws of the Commonwealth and the By-Laws of Needham.

PERSONNEL BOARD



Seated L to R: David S. Tobin, David G. Eisenstadt, John E. Carroll.
Standing L to R: Donald F. Everett, Jerome C. Buckley, Jr., Harold W. Noble, Director.

The Personnel Board is comprised of five members appointed by the Moderator for a term of three years each.

A prime responsibility of the Board is the negotiation of contracts with the five employee Unions and Associations under its jurisdiction.

Another prime responsibility is the administration of the Consolidated Personnel By-Law which applies to all town employees except those in the School Department and the Glover Memorial Hospital.

The Board makes recommendations to Town Meeting on matters of salary administration, job descriptions and content, new jobs and changes in the Personnel By-Law.

Meetings are held regularly throughout the year to hear and act on requests

regarding individual and department needs. The Board hears and acts on personnel grievances as outlined in the By-Law and the grievance procedure of the labor contracts.

The Personnel Board has always seen as its underlying responsibility the equitable balancing of the interests of the employees and the taxpayers in matters of compensation and employee benefits.

The Board sincerely appreciates the splendid cooperation extended by all Town officials and employees during the past year.

PUBLIC WORKS



Robert A. MacEwen, Director of Public Works

Public Works includes, in its broadest sense, all endeavors related to the planning, designing, construction, operation, maintenance and management of the physical facilities necessary or desirable to community life.

The Needham Public Works Department renders service to all citizens in the areas of highway maintenance and construction, water supply and distribution, sanitary and storm sewer construction and maintenance, solid waste disposal, traffic control, park maintenance and snow removal. The department provides its own administration, engineering and equipment maintenance.

Listed below are some statistics that point up the magnitude of responsibility of the department for maintenance and repair of the various public works facilities throughout the Town.

Employees	101
Budget in millions of dollars	2.1
Number of homes served by water	8,377
Number of Sewer Services	7,570
Miles of Water Mains	144
Miles of Sewer Mains	114
Number of Water Pumping Stations	5
Number of Sewer Pumping Stations	10
Number of Hydrants	1,096
Miles of Storm Water Drains	62
Number of Drain Catch Basins	2,712
Miles of Public Ways	110
Miles of Streets Plowed	121
Acres of Sanitary Landfill	62
Miles of Sidewalks	161
Acres of Public Land maintained	656
Acres of Turf maintained	75
Number of Parking Meters	460

Number of Traffic Signal Locations 19
 Number of Public Shade Trees 50,000
 Number of Street Lights 2,355

Activities of the various divisions of the department are submitted herewith by the Division Superintendents.

GROUNDSDIVISION



John F. Cusick, Div. Supt. Grounds Division

With the ever-increasing demand for more services from all segments of the community, 1975-76 proved to be another busy year for the Grounds Division.

Along with routine maintenance of the numerous small parks, athletic fields, ponds, and the swimming pool at Rosemary Lake, a schedule of improvements to, as well as the creation of more athletic and recreational facilities, has been one of our top priorities.

The installation of a "Tot-Lot," or playground at the Mario "Mike" DeFazio Complex off Dedham Avenue, formally called Norris Farm, in conjunction with the Needham Jaycees has been a most rewarding endeavor. This complex with the addition of its many new athletic fields has also given a welcome relief to our fields due to their previous over-use.

The many barbecues that have been installed at various locations throughout the town, such as the Tot-Lot, Horsford Pond and Ridge Hill Reservation, have received wide acceptance from the many families who desire an outing without having to leave the community.

Throughout the year the never-ending maintenance continues with Spring and Fall over-seeding, fertilizing, thatching, rolling and this past year the sodding of many worn areas, enabling the Division to keep the fields in good playing condition. The Spring brings mowing and trimming of all the grass areas along with the maintenance and the setting up of various athletic fields for School and Town sponsored activities. Continuing with our summer program, we serve opening of playgrounds, day camp, and weekly band concerts.

The winter finds us doing ice maintenance, which consists of the cleaning,

scraping and flooding of many areas, and the most important factor is, of course, safety, which involves daily ice depth checks and the posting of Danger signs.

Meeting the leisure time needs of an ever-growing community presents a continuing challenge to the Grounds Division.

ENGINEERINGDIVISION



John D. Marr, Jr., Town Engineer

The Engineering Division furnishes technical assistance to the Public Works Department and other Town agencies, consisting of design studies, computations, preparation of contract plans and specifications and construction services. Field surveys to establish property lines of Town-owned land, street easements and to determine elevations for construction and permanent records are performed by this Division. During Fiscal Year 1976, plans and specifications were prepared for an engine to provide emergency power for the Reservoir Street Sewage Pump Station. Installation of this emergency power equipment and a new pump at the Great Plain Avenue Pump Station was completed with engineering supervision by this Department.

This year saw the completion of the storm drain relief system to correct local flooding problems during storms in the areas of Concord Street, Greendale Avenue and Hazel Lane. This problem had been the subject of engineering studies and designs performed by the division last year.

Engineering services were provided for installation of 5500 feet of sanitary sewers and 1600 feet of storm drains by Department of Public Works forces and 500 feet of sewer and drains by developers in subdivisions.

During the year Gatewood Drive, Springdale Road, White Pine Road and portions of Valley and Colgate Roads were accepted into the town system as Public Ways. These streets were all constructed by developers of subdivisions

Routine work of this Division consisted of preparing record plans of completed construction, highway acceptance plans and other registry plans.

A major drafting project to provide a new set of assessors plans which will permit Data Processing of property records is nearing completion. This extensive project has been accomplished at minimum cost to the Town by taking advantage of Federally funded draftsmen available under the CETA program.

FORESTRY DIVISION



Robert L. Yokes, Dir. Supt. Forestry Division

The Forestry Division had an unusual year due to weather conditions and Bicentennial activities.

Tree planting in the fall was on schedule and approximately 100 trees were planted. These trees were mainly replacements for those removed for various reasons. The spring planting was shortened by two weeks due to the warm weather produced by an early spring. Only 200 trees were planted and this number is far below a normal Spring planting. The Town Nursery was restocked with 150 small trees which will reach planting size in 1½ - 2 years. Junipers, Hemlocks, Rhododendrons and Fir trees were also lined out in the nursery with a total of 265 plants.

School, Park, Parking Lot, Bicentennial Committee and Park & Recreation Projects were all assisted by the Forestry Division, whereby a total of 86 trees were planted.

Insect Control was average but Fall Webworm was a nuisance. The application of insecticides and the removal of webs were very effective. Gypsy Moth was sporadic and declined over the previous year, but scouting and prompt application of insecticides has kept this pest under control.

Tree removal increased. The reasons for removal were: old and dangerous trees located mainly in the berm, storm damage, vandalism, petitions and diseased trees.

Mosquito control measures continued with emphasis on breeding areas and recreational facilities. Budget reductions in this appropriation have curtailed Forestry Division activities and have made it necessary to rely almost totally on the Norfolk County Mosquito Control Project for control measures.

Poison Ivy, Goldenrod and Ragweed were sprayed at various locations and the herbicide applied was 2-D-4.

HIGHWAY DIVISION



Robert J. Lanigan, Div. Supt. Highway Division

In fiscal year 1976, the Highway Division with funds allocated under Article 35 of the 1975 Town Meeting, restored and beautified the Lincoln Street Parking Lot with granite curbing, appropriate lighting, rustic signs, plantings and flower gardens. This project completes the program to upgrade and beautify municipal parking lots in the Chestnut Street area.

Concrete sidewalks were reconstructed on Highland Avenue in Needham Heights Square in front of the Carter Building and in front of the Carter Methodist Church. Projects such as this are a continuation of programs to improve the appearance of roadways in and around the business sections of the community.

Working with the Bicentennial Committee, the Division reconstructed sidewalks and walkways in and around the Needham Heights Common.

In the road maintenance program, the division resurfaced 7-miles of Public Ways and 2-miles of Public Sidewalks. The Highway division painted all guard rail fences, contracted for the painting of all traffic lines and installed or replaced over 400 Street-Name Signs.

All Public Ways are swept with power sweepers at least twice during the Fiscal Year and both business sections and municipal parking lots are swept weekly. All litter containers are emptied nightly.

Under Chapter 1140 of the Acts of 1973 in which the Town receives 100 percent funding from the Commonwealth, the division contracted for the resurfacing of West Street from Hillside Avenue to Central Avenue and Hillside Avenue from West Street to Rosemary Street.

The Equipment Replacement Program has continued with the purchase of two four-door Station wagons, three dump trucks, one catch basin cleaner, two hydraulic spreaders, one 1½ cubic yard

Loader, one Street Sweeper, one Farm Tractor and one Air Compressor.

WATER DIVISION

To maintain proper operating efficiency and keep maintenance costs within budget allowances, Public Works Equipment must be replaced in an orderly manner.



Bruce Nagler, Div. Supt. Water Division

The Water Division supplies water to the town from three wells and a connection to the MDC system. Water flows to the consumer through 130 miles of mains, 20 inches in diameter and smaller. The water is metered and bills are sent to consumers. The 18 Division employees operate, maintain and repair pumping stations, chlorine and flouride equipment, water mains, service connections, hydrants, standpipes and meters. Approximately 8,900 meters are read and billed twice a year. Division personnel made 2248 service calls, including 736 changed meters. Two men are available On Call at all times for emergency repairs.

The total water pumped in a 12-month period was 1,340,813,000 gallons, compared with 1,257,558,000 in the previous 12 months. The average amount of water pumped was 3.663 million gallons per day, compared with 3.445 million gallons per day in the previous 12 months. June 24 was the day of maximum use with 9.023 million gallons pumped.

In the 12-month period, Water Division personnel discontinued 400 feet of 6" mains, replaced 30 water Services and installed 25 new Services. It also repaired 6 Main breaks, 43 broken Services and 8 Hydrants damaged by vehicles. More than 1100 hydrants were opened and tested to insure proper operation. About half the 9,000 Curb Boses in Town were checked for access and operation of curb cocks.

Private developers installed 157 feet of 2" main off Great Plain Avenue and 297 feet of 2" main on Bridge Street.

The third Charles River Well Pumping Station was nearly completed and the Well was used for about a month.

SEWER DIVISION



Patrick Tocci, Div. Supt. Sewer Division

The Sewer Division is responsible for the maintenance of all Sanitary Sewer and Storm Drain Systems within the Town.

The Sewer Division completed its twelve month program with the additional installation of 110 sewer house connections, 5565 feet of 8-inch sewer pipe, 1743 feet of various size concrete drain pipe.

Private developers installed 196 feet of 8-inch sewer pipe and 168 feet of 12-inch concrete drain pipe at no cost to the Town.

More than 110 miles of Sewer Mains and Storm Drains were cleaned by a mechanical cutter and steel brush under the Maintenance Program. The Sewer Division's high velocity maintenance machine cleaned an additional 80 miles of Sewer Mains and Storm Drains.

Ten Sewer Pumping Stations are maintained and serviced daily by members of the Division. More than a mile of brooks and streams were cleaned and approximately 575 feet of stone masonry walls were constructed along Rosemary Brook and brooks to the rear of George Aggott Road and Country Way.

The Division has two men on duty 24-hours a day to cover emergencies. In the 12-month period, 310 calls were received from homeowners requesting assistance to relieve waste water blockages. The usual cause of these stoppages is grease from garbage disposal units and tree root growth in service pipes. Citizens are reminded that cold water should be used when operating household waste grinders.

POLICE DEPARTMENT



Louis Roman, Chief

The period between 7-1-75 and 6-30-76 was again a very busy time for the Police. A total of 10,788 calls that required some type of police action were entered on the Police Log. This does not include calls for information or calls of a confidential nature.

Vandalism, Littering, and Breaking and Entering continue to be the major problems within the town. Crimes of violence, we are happy to report, were way down.

Once again, we would like to call upon the citizenry for their continued support, as the observant citizen who will become involved, is one of our best weapons to combat crime. Several key arrests were made last year through citizen involvement.

We would like to publicly thank the Needham Crime Check Committee for their splendid efforts of the past year and to thank the other Town Departments and Boards for their support and understanding which has been very helpful. We, the Police, stand by to serve the community and perform our primary duties of the protection of life and property while creating and maintaining that feeling of security in the community.

FROM THE ARREST BOOK 7-1-75/6-30-76

Auto Citations to District Court..1198
Parking Tickets to District Court.3712

Assault and Battery.....28
Assault and Battery on a
Uniformed Police Officer.....4
Assault by Means of a
Dangerous Weapon.....11
Assault by Means of a Dangerous
Weapon on a Police Officer.....3

Breaks Cleared by Arrest or
Summoned to Court17

Carrying a Dangerous Weapon2

Destruction of Property9

Drug Laws
Unlawful Possession of a
Narcotic Drug7
Unlawful Possession of a
Hypodermic Syringe2
Sale of a Narcotic Drug3

Escapes2
Forgery and Uttering.....6
Idle and Disorderly21
Larceny by Check11
Larceny63
Minor with Alcoholic Beverage
On Person or in Motor Vehicle8

Operating under the Influence
of Intoxicating Liquor42

Protective Custody121

Receiving Stolen Property10

Runaway2

Trespassing14

Unlawful Possession of Fireworks ...10

Using a Motor Vehicle Without
Proper Authority13
Attaching Plates11
Operating Uninsured Vehicle28
Operating Unregistered Vehicle....28

Burglary - Breaking and Entering		
Residence	Non-Residence(Stores, etc.)	
Day 58	10	
Night 72	55	
Unknown 92	29	
	222	94

Value of Property Stolen... \$457,122.31

Value of Property Recovered 136,174.31

Stolen Cars.....91..	143,992.00
Recovered by this	
Department.....31..	44,150.00
Stolen in Needham -	
Recovered in other	
Departments.....33..	46,035.30
Recovered Needham P.D.18..	29,012.00

Larceny - Tefts (except Auto Theft)	
\$200 and over.....123..	86,056.00
\$50 to \$200.....403..	42,834.00
Under \$50 in value...261..	5,885.12

Bicycles Reported Stolen	
.....292..	30,981.17

POLICE BUDGET

Police Department Salaries	\$760,908.47
Revenue Sharing Funds	160,000.00
Outside Detail	60,279.10
Auto Maintenance	43,678.43
Building Maintenance	11,351.45
Communications	6,000.00
Operating Expenses	16,914.05
Signal System	2,207.24
Uniforms	11,771.41
Capital Outlay	27,085.00
Dog Officer	886.51

Total	\$1,101,081.66
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FIRE & FIRE ALARM DEPARTMENT



William Hanson, Chief

During the period from July 1, 1975 through June 30, 1976 the department responded to 1,943 Calls. It laid 1,550 ft. 3" hose, 20,550 ft. of 2½" house, 18,750 ft. of 1½" hose and 14,350 ft. of Forest Hose. A total of 425 boosters were used and 3,575 feet of ladders were raised.

The theme of Fire Prevention Week this year was "Learn Not to Burn." The intent of this was to encourage everyone to "Learn Not to Burn" every day of 1976 and throughout the years to come.

Fire Facts and Figures: Fires kill an average of 32 persons in the U. S. each and every day. They cost the United States approximately \$4.4 billion last year. Fire's victims are children about 30% of the time. Some 3,500 U. S. youngsters through age 15 perish from fire each year. And an estimated 25% of the tragedies take place when the children are left alone or without proper supervision.

In view of the above, we cannot emphasize enough the fact that all people should practice good fire safety habits every day.

The following is a record of inspections and related duties of the inspection department.

Alarms answered	5
Apartments	10
Banks	6
Bowling Alleys	8
Churches	11
Cleaners	4
Complaints	32
Court	0
Farm Buildings	8
Garages	44
Hospitals-Insp.-Fire Drills	28
Industrials	274
Investigations	9
Nursery Schools	6
Nursing Homes	12
Oil Burners-New & Replacement	502
Places of Assembly	11
Restaurants	9
Schools (Insp. & drills)	54
Town Buildings	5
Miscellaneous	416
(includes department errands, fire	

drills in churches, sprinkler flow tests, Sunday inspection of all business areas, training of staff in nursing homes, industries calling for assistance on safety problems, working with other inspection departments, tank truck inspections, office work State reports, oil permits, inspection records.)

COUNCIL ON AGING



Seated L to R: Margaret Lindsay, Dr. Doratheia M. Willgoose, Sidney J. Dockser, Marjorie C. Hybels, Executive Director. Standing L to R: R. Ashley Holt, Ralph E. Chambers, Margaret E. Pierce, Barbara P. Yardley, Assoc. Director; Phyllis E. Deming, Richard Deming. Missing from photo: Anne Tinkham, Florence Grinspoon, Francis Quillard.

Budget: Salaries - \$13,319.64
Expenses - \$ 3,769.66

The Purposes stated in the by-laws of the Council On Aging are:

- A) To identify the total needs and concerns of Needham's elderly and retired persons and those approaching retirement age;
- B) To design, promote, coordinate, or implement services and programs to meet these needs and concerns;
- C) To inform the community and enlist the support and participation of all citizens in this effort.

There are approximately 5,000 citizens of Needham in the age category to which the Council On Aging devotes its efforts. Two part-time professionals are employed to operate the Senior Adult Center in a portion of the basement of the Town Hall where elderly and their families may receive assistance with problems in such areas as medical insurance, taxes, housing, health n eds, part-time work, retirement, Social Security, loneliness and bereavement, transportation, and various services so that the elderly may continue to live in their homes, preventing the great costs (both financial and psychological) of nursing home or other institutional care. More than 7,000 incidents of such assistance are rendered annually.

Besides the information and counseling services of the Senior Adult Center, the Council On Aging also sponsors a five-days-a-week, full year around program of recreational, educational, and "Well-Being" services and activities, such as: Health Screening Clinics (in

cooperation with the Board of Health and Needham Visiting Nurse Association) Telephone Reassurance for Live-Alones, Friendly Visitor Corps (in cooperation with the Needham Community Council), Senior Shopper Bus (in cooperation with Roche Bros. Supermarket), Discount Program (in cooperation with 100 Needham retail merchants), Lipreading Training, Drop-In Center, and an assortment of social activities and group instruction in a wide variety of leisure-time skills.

More than 150 volunteers, most of whom are themselves elderly, donate in excess of 7,000 hours annually to implement the program activities of the Senior Adult Center. Participation in the various programs increases every month. The rooms in the Town Hall have been supplemented by space loaned by the Needham Housing Authority, Needham Public Library, Needham School Committee, and the Stephen Palmer School, with additional space being rented from churches. There is a pressing need for additional meeting rooms to be available throughout the daylight hours. It has become crucial that funds be made available to increase professional staff time. The elderly are the segment of Needham's population which is growing and which will become a larger and larger percentage of the total population each year.

NEEDHAM HOUSING AUTHORITY



Seated L to R: Helen E. Czarnowski, Executive Director; Hrant H. Russian, Aletha H. Bailey. Standing L to R: Edward S. Cahalane, David R. Donald, Sidney J. Dockser.

One of the highlights of the Needham Housing Authority this year was the approval of the H.U.D. Section 8 Annual Contributions Contract in the amount of \$127,248.00. This program, now being implemented, allows eligible applicants the opportunity of residing in private dwellings in Needham and receiving a rental assistance payment. Fifty units are authorized under this contract, consisting of thirty (one bedroom), six (two bedroom), ten (three bedroom), and four (four bed-

room) units. Rita Osborne was hired as Part-time Program Representative for this Federal Program.

The following improvements and installations were performed at the Veterans Development:

Baseboard heating system	8
Formica kitchen counters	7
Youngstown Kitchen sink cabinets	9
Bathrooms remodeled	29
Water Closets	7
Kitchen floor tile	9
Interior Painting of units	3
Bathroom light fixtures	80

Three new tenants were assigned units at the High Rock Veterans' Development.

A welcome was extended to Sidney J. Dockser, State Appointed Member, to serve on the board for a term of five years.

Additions and betterments at the Elderly Development were as follows:

Directional signs	2
Community Room chairs	24
Picnic table	1
Window-type fans	2
Boiler-burner unit	1
Thermostat encasements	10
Bathroom flooring	1
Roof repairs	1
Interior painting	6

A special thanks to the Needham Tenant Organization who helped the Elderly residents with the "Protection Inspection and Markings."

A movie screen for the Community Room was donated. A flood-light to illuminate the flag at the entrance of the Elderly Development was installed at no charge to the Authority.

Five applicants were awarded apartments at Linden Terrace.

We gratefully acknowledge Carl Flint's services to the Authority and people of the Town during his seven year term as State Appointed Member of the Board

BOARD OF HEALTH



L to R: Margaret L. Pierce, Dr. Kenneth Christophe, Dr. John D. Fernald.

During the past year the Board of Health has given its attention to several administrative changes in the delivery of services to the citizens of Needham.

Traveling Meals Program

The responsibility for the Traveling Meals Program has been shifted to the Board of Health staff. With the resignation of Roma Jean Brown as Traveling Meals Coordinator, the duties and responsibilities formerly carried out by Mrs. Brown have been absorbed by Bertha Bishow, Nutritionist, and Florence Volk, Board of Health Clerk, and other staff members as needed. This reassignment of responsibilities has gone along smoothly under Mrs. Bishov's direction without any interruption of services. The program was modified to provide for a paid driver during the summer months to relieve the workload of volunteer drivers and to avoid the uncertainty involved in vacation schedules of our volunteers.

Mental Health Services

The Board of Health was apprised during the past year by the Massachusetts Department of Mental Health that mental health services to the citizens of Needham (which have been provided for many years by the Norfolk Mental Health Association through the Cutler Clinic and Medfield State Hospital) would now be obtained from the Newton-Wellesley-Weston Mental Health Area as mandated by the Massachusetts Department of Mental Health.

The mandate to the Board of Health provides that there shall be a one year transitional period for transfer of services from one catchment area to the other. The General Laws provide that local public funds for mental health services may be expended either through Boards of Health or school committees. The Board of Health for many years has provided funds for mental health services through Town Meeting approval, exclusive of mental health consultation services provided to the school department.

To provide for an orderly transition, the Board of Health at the last annual Town Meeting asked for the appointment of a mental health study committee to evaluate existing mental health services in the Town of Needham and recommend to the Board of Health and Town Meeting what future mental health services should be provided, taking into consideration new legislation for Chapter 766 for exceptional children and any other new mental health services for which the Town of Needham would be eligible.

The Mental Health Study Committee has been actively pursuing this objective since its inception shortly after Town Meeting. This activity has involved

many meetings with Needham agencies and related agencies in the Newton-Wellesley-Weston area since June 1976.

Space Needs

The Glover Memorial Hospital Trustees advised the Board of Health during the past year that the multi-purpose room at the hospital and the Glover House would no longer be available after November 1, 1976 due to expansion at the hospital. The Board of Health had to find other space for the Well Child Conference which was held at the hospital and the satellite mental health unit at the Glover House. As of now, the loss of these facilities has not been too disturbing, as we plan to use our Dental Clinic office for mental health counseling services and, hopefully, space for our Well Child Conference can be provided through the schools and churches in the community.

The activity of our other services: health guidance, nutrition, environmental and dental programs, continues at an active level with increases noted as the citizens become more aware and knowledgeable of our services in the area of preventive health care and the greatly expanded interest of the consumer in environmental affairs and the quality of life.

PUBLIC HEALTH NURSING

Communicable Disease	
T.B. active disease	3
Home visits for surveillance	91
T.B. skin testing	339
(280 negative, 26 positive, 33 not read)	
Other communicable disease - home visits	19
Immunizations given	94
(tetanus, diphtheria, typhoid, measles gamma globulin)	
Flu clinic immunizations	706
Maternal and Child Health	
Well Child Conference	21
Appointments	292
New baby visits	232
Camp physicals	45
Nursery school inspections	11
Screening Programs	
Lead Poisoning blood tests (all negative)	39
Lazy Eye screening (13 referrals)	288
Hearing screening, preschool (2 referrals)	302
Hearing screening, adults (15 failed screening test)	41
Glaucoma screening (12 referrals, 6 Glaucoma)	276
Pap & Breast Cancer screening	156
Blood Pressure checks	227
Health Guidance visits	332

Private School nursing	
St. Joseph's School, hours	204
Walker School	10
(vision & hearing screening)	

Boston College students field exper - ience	
Boston University Master student, 80 year old survey	

NUTRITION PROGRAM

Office visits	
New Patients	141
Rechecks	851

Keep Well Clinic

New Patients	94
Rechecks	242

Home visits & hospital referrals	48
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TRAVELING MEALS PROGRAM

Meals delivered	8,004
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ENVIRONMENTAL HEALTH

Food service establishment inspections complaints and consultative activi- ties	209
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Milk Pasteurization plant and soft drink beverage plant inspections and consultations for licensure	6
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Rodent, animal and demolition permit release activities	97
------------------------------------------------------------	----

Solid waste, dumping, etc., inspections and consultative activities	76
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Minimum housing, etc., complaint inspections & consultations	24
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Swimming pool, private, public & semi-public, inspections and consultative activities	47
---------------------------------------------------------------------------------------------	----

Sub-surface sewage disposal and mini- cipal sewage disposal inspections & consultative activities	275
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Unclassified, miscellaneous & general nuisance complaints & other consul- tative inspectional activities	66
----------------------------------------------------------------------------------------------------------------	----

Inspection of Day Care Centers, Camps, Nursing Homes, etc.	5
---------------------------------------------------------------	---

Lead Paint regulations, inquiries & consultations	24
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COMMUNICABLE DISEASES

Chickenpox	44
German Measles (Rubella)	2
Hepatitis, Infectious	2
Mumps	2
Shigellosis (Dysentery Vacilliary)	1
Salmonella	10
Scarlet Fever	9
Tuberculosis (Pulmonary)	3

ANIMAL BITES

Dog	95
Cat	11
Rat-Mouse	1
Squirrel	2

Rabbit	1
Guinea Pig	4

DENTAL CLINIC

Number of patients enrolled	146
Fillings	420
X-ray Films	336
Treatments	65
Extractions	13
Cleanings	264
Fluoride Treatments	256
Patient visits	657

HOSPITAL TRUSTEES



Standing L to R: John K. Benson, Robert P. McDonald, Leon B. Levitan, William H. Gorham, Paul J. Hurley, Asst. Administrator. Seated L to R: Ronald L. Morrison, Edward L. Davis, Jr., David C. Sullivan, Marjorie G. Clifford, Stephen L. Barrett, Administrator. Missing from photo: Stephen J. Kennedy.

Continued increases in the utilization of Glover Memorial Hospital for both in-patient medical-surgical services and out-patient services were recorded during the year ending June 30, 1976. The following tables indicate the in-patient and out-patient services rendered by the Hospital during the 12-month period as against the comparable preceding period:

	7/1/75- 6/30/76	7/1/74- 6/30/75
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IN-PATIENT SERVICES		
Medical-Surgical		
patients admitted	3,508	3,451
Total patient days	26,863	26,554
Average length of stay in days	7.7	7.7
Intensive Care Unit		
patient days	1,646	1,654
X-Ray	4,912	4,825
Operating Room	2,132	2,067
Physical Therapy	5,834	5,735
Laboratory Tests	89,099	81,043
Medical-Surgical occupancy percentage	73%	72%

OUT-PATIENT SERVICES

X-Ray	13,570	13,219
Laboratory Tests	12,991	12,902
Physical Therapy	3,859	3,362
Accidents admitted	933	957
Treated in Emergency Department	12,740	11,961
Treated -Operating Room	196	141
Total Out-Patient Services	44,289	42,542

For the fiscal year ending June 30, 1976, the cash receipts returned to the Town by the Hospital in excess of bud-
geted expenditures totalled \$222,169.

Hospital operating expenses continued to reflect the pressures of cost increases incurred for fuel, food, utilities and other essential supplies and services. Staff salary increases authorized by the Trustees were commensurate to those of other neighboring hospitals and to those approved by the Town for other municipal employees. To sustain the Hospital's position as a financially self-supporting community-owned institution the Trustees authorized an increase in the Hospital's basic in-patient room and board charge for Needham residents to \$90 per day in December of 1975 together with selected increases in charges for other specialized services and out-patient fees. A modest surcharge is added to the daily room and board charge for in-patients who reside outside the Town. The Hospital's daily room and board rate remains low in comparison to those in effect at other area hospitals.

During the year the Hospital completed the renovation and establishment of a separate Pediatric Unit for the accommodation of young patients up to 18 years of age at a location distinct from other general medical-surgical areas of the Hospital.

As was noted in the 1975 Annual Town Report a Certificate of Need was issued by the Massachusetts Department of Public Health in October of 1975 for the construction of an addition to the Hospital to house an enlarged Radiology Department and to permit the enlargement of the Hospital's Laboratory and Rehabilitation Medicine Department, renovation and re-design of the Coronary-Intensive Care Unit, establishment of a one-day surgical unit and relocation of the multipurpose meeting room.

Establishment of a Building Committee to obtain detailed plans and specifications for this construction and renovation program was approved at a Special Town Meeting in November 1975. Since that time the Hospital Administration and Trustees have worked in close cooperation with the Building Committee toward the completion of the detailed planning process and the securing of bid prices and funding proposals for the Town's further consideration. (Note: The Building Committee's recommendations and a \$2,120,000 20-year bond issue for their completion were approved by a Special Town Meeting on October 20, 1976. It is anticipated that work on the project will begin in late 1976 and that construction and renovation will be completed in early 1978.)

While not increasing the number of beds at Glover Memorial Hospital above the presently licensed level of 101, the contemplated new construction and renovations within the existing structure will insure to the affected de-

partments and services in the Hospital a contemporary ability to serve the predictable needs of the community for both in-patient and ambulatory health care services in the years immediately ahead.

The continued increase in community utilization of the Hospital's Emergency Department and other out-patient services as a source of primary health care is reflected in the statistical tables included in this report. The availability of physician personnel to provide in-hospital coverage on a 24-hour per day basis to serve the needs of both hospitalized patients and the Hospital's Emergency Department is assured through the Hospital's 225-member Medical Staff and the Needham Emergency Medical Corporation (NEMCO).

At the end of fiscal 1976 the amount of trust funds on deposit for the benefit of Glover Memorial Hospital totalled \$361,000, reflecting a net increase of \$64,625 above the year-end level in fiscal 1975. During fiscal 1976 the Hospital was the recipient of donations totalling \$76,034, including two major bequests: one in the amount of \$60,028 from the estate of the late Herbert Mackintosh and a second of \$10,000 from the estate of the late Gertrude W. Queen.

Individual and organizational contributions to the Hospital's Permanent Donation Fund amounted to \$6006, including \$2081 in memorials to the deceased. Expenditures from Trust Funds authorized by the Hospital Trustees during the year amounted to \$37,843 for the acquisition of equipment and the support of medical and surgical needs and services beyond those provided for in the Hospital's annual capital outlay appropriation from the Town.

Glover Memorial Hospital's full accreditation by the Joint Commission on Accreditation of Hospitals was renewed during the year for the maximum allowable two-year period as was the accreditation of the Hospital's blood bank by the American Association of Blood Banks. The Hospital's continuing medical education program for members of the medical staff and nursing personnel received accreditation from the American Medical Association and the Massachusetts Medical Society. The fifth annual Glover Memorial Hospital Conference in February explored Horizons in Medicine in four specific health care areas: childhood cancer, genetics, health care delivery systems and the role of the nurse practitioner.

PUBLIC LIBRARY



Seated L to R: Roma Jean Brown, Mary H. Dickert, Vivian McIver, Librarian. Standing L to R: William H. Ganick, Harriet S. Brush, Raymond F. Bosworth, Phyllis Gresham, Robert Hall.

During the past year, the reference department of the Needham Public Library handled a substantial increase in requests for information. When the reference count was totaled at the end of this fiscal year it showed that the reference librarians had answered 15% more questions than during the previous year. This solid increase is a most fitting way of observing the 100th anniversary of the founding of reference service, which was instituted by Librarian Samuel Green at the Worcester Public Library, Massachusetts, in 1876.

A key element of reference service is the relationship between patron and librarian, and the reference librarians in the Needham Library work unceasingly to satisfy the patrons' informational needs. In addition to working directly with the patrons the reference librarians have to keep the reference and magazine collections up-to-date, conduct reference workshops, compile bibliographies, borrow books and films on interlibrary loan, and plan the library's film programs.

An index of community activities from 1971-1976 has been prepared by the reference staff from the local papers, and this file is now available for use. The Needham Chronicle has been indexed for the years 1875-1885. Work on indexing the Needham papers is an on-going project of the Library's reference department. The Reference Supervisor also participated as a panel member in two sub-regional meetings of the Eastern Regional Library System, one on business materials, the second on the handling of local history materials.

Reference Services 7/1/75-6/30/76

Questions answered (adult)	13,611
(juvenile)	5,248
	18,859
No. of books on overnight loan	606
Orientation Workshop Attendance	8
Inter-Library Loan	
Requests submitted	334
Books loaned other libraries	268

Film Service

Films borrowed for library use	100
Films borrowed for town organizations	86
	186

Attendance at adult film programs	
Wednesday noon-time movies	818
Sunday movie program	237
	1,055

The adult circulation department circulated 6,412 more items in 1975/76 than in the previous year. In addition to charging and discharging books and audio-visual materials, the circulation personnel also give out library cards, send out overdue notices, keep statistics and records, check in the mail, and handle the library's bookkeeping and financial details.

Books and audio-visual materials circulated	
Main Library (adult)	250,289
(juvenile)	100,225
Branch Library	35,675
	386,189
Museum tickets circulated	392
Art Prints circulated	2,299
Talking Books circulated	166
Magazines circulated	17,841
College catalogs	709
Pamphlets	1,654
Number of overdue notices	19,009
Number of reserves filled	3,565

In August, 1976, Miss Margaret Mohr became Young Adult Librarian and continued to develop the Library's program of work with secondary school students. Cooperation continues to be excellent between the School Department and the Library. In September the new teachers were welcomed with a reception at the Library. Approximately 80 teachers and school administrators were present. After the reception they were given information about the library and a tour of the facilities. Two science teachers from the Newman Junior High School arranged a display in the Library lobby of a science project done by seventh grade students. Thirteen Junior High classes attended two programs at Newman which were the result of cooperation between the school and the library. The Young Adult Librarian acted as a resource person and brought books from the public library which complemented the program.

In the spring plans were made for the sixth grade class visits. Unlike previous years it was decided to set up a slide-tape presentation as a preliminary for the classes. The Young Adult and Reference Librarians made two slide-tapes which

were compiled by Mrs. Dolores Larque and the school Media Specialists. All the sixth grade classes viewed these tapes prior to their visits. The results were astounding. The students were more aware of library facilities and resources and had a tendency to ask more questions.

Classes visiting the Library for reference instruction and orientation:

- 4 classes (80 students) from the Alternative High School
- 2 classes (50 students) from the High School
- 24 classes (500 students) from the Elementary Schools (6th grade)

Film programs for Junior and Senior High age:
2 feature-film programs
4 week film series

The Children's Department instituted many new programs during the year. A new series of story hours for pre-schoolers was begun in the summer with the aid of volunteer mothers. A mini-series was started in the spring of 1976. One hour a week for three weeks children and mothers met together and shared a learning experience about nature and animals through speakers, stories, crafts and movies. An adult orientation program was held in the fall to acquaint people with the various facets of the Children's Room. Book reviews of children's books were given once a month during the fall, winter and spring. A Bicentennial Book Club was started in November and was completed the following June with seventeen children finishing the program. Through the generous donations of friends and relatives of Jennifer Joy Fisberg the play area of the Children's Room was refurbished with new furniture and toys.

Children's Department Statistics:

Books and audio-visual material circulated:	100,225
Story Hours	
Kindergarten - 6th grade	35
Attendance	1,454
Pre-school	132
Attendance	2,597
Kidsville Karavan (summer)	
Attendance	200
School Visiting	
Number of classes	2
Number of students	22
Library Classes	
Number of classes	30
Number of students	547

Catalog Department Statistics:

Adult Books Cataloged	4,632
Juvenile Books Cataloged	864
	<u>5,496</u>
Circulating Art Prints	48
Cassettes, Records, 8-Track Tapes	97

The Branch Library continued to be actively supported by the Senior Citizens in the community, and 1,228 more books circulated this year than in the previous year.

Branch Library Book and Audio-Visual Circulation 35,675

The Trustees of the Needham Library dedicated the Laura G. Willgoose Archives Room on Sunday afternoon, November 16, 1975. Raymond Bosworth, Library Trustees' Chairman, led the dedicatory remarks by telling the guests how the idea came into being. It was when the First Parish Church voted to make a permanent loan arrangement with the Library for that part of their historical archives pertaining to the early history of the Town. The idea of depositing early records in an Archives Room at the library gained nationwide support involving not only the First Parish Church and the Library Trustees, but also the Selectmen, Town Clerk, Bicentennial Committee, Historical Society and many other groups and individuals. Mr. Bosworth introduced the other speakers on the program, which closed with Dr. Dorothea Willgoose reciting a brief but charming sketch of the highlights of Laura G. Willgoose's life. The Trustees wish to thank all the people who have contributed material during the past year, particularly the Needham Historical Society which has donated so much material of great interest.

Additional programs presented by the Library this year are:

- a 4 session lecture series by Mrs. Warner B. Hartford
- an Art Open House
- First Thursday Programs, speakers Mrs. Arno Nehrling
Mrs. Junior Anderson
Mrs. Warner Hartford
Mrs. Louise Barron

The Friends of the Needham Library had another successful year. Two extensive book sales were held, one in October and one in May, along with the mini-book-sales every Thursday afternoon in the library lobby.

On Sunday afternoon, May 23, the Friends held their Annual Meeting. Guest speaker Dr. Edward Handler gave a most informative talk entitled John Adams in Retirement. The Needham Library is grateful for the support of

the Friends and in particular for the furnishings given to the Laura G. Willgoose Archives Room, the carpeting for the play area in the Children's Room and the 16 mm projector.

The Needham Library is also most appreciative of the many gifts and the support it receives during the year from interested citizens.

CIVIL DEFENSE



Julius T. Fedel, Director of Civil Defense

The demands and requests for services of all types are increasing constantly with Civil Defense. During the past year Civil Defense has supplied manpower, public address systems on numerous occasions, generators when emergency needs were necessary, and many other requests. This department is made up of volunteer workers who wish to give a few hours of their time in order to make Needham a better place in which to live.

The Police Auxiliary, consisting of sixteen active men headed by Jonathan L. Tipton, are working on a regular time schedule under command of Lt. Richard Cyr in the Police Department. These men have been completely uniformed, use their own cars, and have proved to be most valuable.

The Communications Division under Deputy Stephen J. Campbell is constantly at work building new and repairing old equipment and making the necessary changes in order to keep Civil Defense on top as far as emergency communications are concerned. Needham Civil Defense has a good communication setup.

It was the year 1951 when Civil Defense was in its first full year as an active department in the Town that J. Charles Nute, Jr. joined Civil Defense in our Fire Auxiliary Division. On June 15, 1976, Charlie Nute retired as our Deputy, after twenty-five years of service.

Over the years this division has built up an emergency equipment inventory that has been rotated, kept up to date, and in service covering most any emergency. Training programs on equipment and rescue play an important part, and our thanks to Charlie Nute who worked so hard for Civil Defense, hand in

hand with the Fire Chief. Many thanks for a volunteer service well done.

CONSERVATION COMMISSION



Seated L to R: Margaret Lindsay, Roger B. Hunt. Standing L to R: Eliot A. Winston, James M. Colman, John D. Marr, John M. Gaffney. Missing from photo: Charles D. Mixter.

The Needham Conservation Commission made four Determinations of Applicability of the Wetlands Protection Act (Ch. 131, S. 40) for Needham property owners; prepared an environmental comment for the Board of Appeals Public Hearing on Nehoiden Glen Development; and has had an on-going concern and investigation of the effect of the construction of the Babson Recreation Center on Baldwin Pond and its drainage area.

Members of the commission formed and serve on a local EWMA Committee to study Waste Water Management. Members are also attending statewide Water Quality Control Project meetings. The Commission received a donation of a parcel of land at the end of Daley Street. A meeting was held with the Assessors to explore the tax benefits for property owners who might grant a Conservation Easement or Restriction to the Town. The second annual dinner was held at Ridge Hill on January 29 with a speaker from the Audubon Society. A Trail Map of Ridge Hill Reservation has been printed and a bridge over the swamp completed.

Under their able chairman, Mrs. Junior Anderson, the Ridge Hill Advisory Committee has sponsored several nature walks, a family picnic, and organized the "Friends of Ridge Hill." Applications have been approved for use of the area by Park and Recreation activities and club, school and church activities involving over 4,000 people. Many individuals and families drop by for a picnic or stroll. The Commission appreciates the helpful efforts of the new rangers, James and Christine Gagne and John Wolters.

VETERANS' SERVICES



Edmond B. Loughlin, Jr., Veterans' Service Agent

The Veterans' Services Agent administers a program of benefits to eligible veterans and aid to immediate families and dependents of such veterans, under Chapter 115 of the General Laws of Massachusetts. With about 30 million living veterans, the potential approaches nearly 50% of the population.

During the fiscal year 1975-76, the Department of Veterans' Services processed the following applications:

Financial assistance	158
Veterans' pensions	51
Widows' pensions	85
Dependent children's benefits	81
Grave Markers	36

All cases in the category of financial assistance are thoroughly investigated and followed up weekly until terminated. Periodically State investigators double-check.

In addition, phone calls and office inquiries pertaining to rehabilitation programs, V.A. hospitalization, service records, educational benefits, etc., run into the hundreds.

Investigating and obtaining Federal funds through the Veterans' Administration is an important duty of the Agent, and is a strong factor in reducing benefit expenditures by the Town. Veterans' benefit expenditures by the Town are reimbursed 50% by the State.

A cornerstone of our Nation's democratic foundation continues to be citizen participation. Volunteer leadership and service to community recreation this Bicentennial year has given strength to the expanding leisure services and programs of the municipal recreation department.

Symbolic of the contribution of citizens to recreation in Needham was the scope and impact of the first Learning and Leisure Open House, in which over thirty educational and recreational organizations in Town presented the "treasure of leisure services" provided year-round throughout the community. The Park and Recreation Commission in cooperation with Adult Education, the YMCA and the Youth Commission, organized and coordinated the program which attracted hundreds of citizens.

Recreation programs in Needham expanded this year due in large measure to the service of interested and committed citizens. The Needham Cycling Association was organized through the efforts of bikers. Monthly rides and tours, and special safety and repair clinics were featured by the Commission-sponsored organization, which is affiliated with the League of American Wheelmen.

As a result of Town Meeting action, Bikeways development was initiated. A group of citizens concerned about the safety of cyclists on Needham roadways developed a master plan of bikeways in the community involving the signing and striping of routes and the elimination of bicycle hazards.

Adult volunteers augmented the staff of the Needham Youth Center. The volunteer staff served on weekends at the Center, enabling the programs and the services of the teenage-oriented Center to expand, to include special events and trips away from the Center.

In the spirit of the Bicentennial, the Commission's community gardening program sprouted new growth. Over forty families participated in the leisure gardening program at eight plots in various neighborhoods.

Rosemary Lake was white with sail this year, as the Needham Community Sailing Association, sponsored by the Commission, offered both instructional and recreational programs on the centrally-located recreational lake.

At the request of the Council on Aging, the Commission accepted responsibility for Seniors Trips. In addition, the Commission continued to serve the senior adult community by providing exercise and tennis programs.

PARK AND RECREATION COMMISSION



Seated L to R: Robert E. Hawes, Charles S. Rizzo, Gary W. Petrini.
Standing L to R: Denton G. Nutter, Jr., David F. Eldridge, Jr., Richard A. Foot, Director.

Model yachting, model rocketry, and bicycle moto-cross programs were witnesses to the volunteer contribution of enthusiasts in these new sports.

Summer playground, pool and tennis court programs attracted record numbers with new features in each. Mentally-retarded and physically-handicapped young people were served year round in programs, ranging from a new "Swim and Gym" activity, in which the resources of the Commission and the YMCA were united with the School Department, to gardening and summer day camp.

The Park and Recreation Commission was the recipient of the gift of two fibre-glass canoes by Mr. and Mrs. Joseph Savignano. The new canoeing program instituted on the lake stimulated a financial gift by the Girl Scouts of Needham with the intention of enhancing water-based offerings.

Lake management tests and studies continued on Rosemary Lake. The Rosemary Lake Reclamation and Building Committee engaged the services of Carr Research Laboratory of Wellesley to recommend alternatives on the future reclamation of the lake.

The Commission charged a study committee with the task of researching the potential uses of Rosemary Lake Recreation Area and an analysis of user fees.

Physical improvements in facilities included the installation of new fencing around the Rosemary Lake Recreation Area, the alterations in the recirculation piping of the municipal pool, and the sandblasting and coal tar coating of the exterior surfaces of Rosemary Lake Swimming Pool.

The voluntary dedicated service of elected and appointed individuals, combined with the leadership of hundreds of men and women in over 120 recreation programs and leisure services, contributed to the improvement of the quality of life through recreation.

MEMORIAL PARK



Seated L to R: Robert W. Chalue, Frederick R. Muir, Arthur M. Tiernan, Jr.
Standing L to R: Robert C. Dawson, Rodger D. Goodwin.

During this last year Memorial Park has suffered much adversity due to vandalism. Cars destroyed the grass on the main field by maneuvering over curbs and breaking barriers to get onto it. The ground crew has spent many manhours in picking up broken glass and cans, as well as other refuse when they could have been directing their efforts in a more constructive manner. The flags, purchased at considerable cost, have been stolen, and on more than one occasion, the new "anti-tamperproof" flag halyard has been cut and flag pole climbers had to go up the pole to restore the cable at further cost.

Memorial Park has lost two staunch rooters who were outstanding citizens of the town in the passing away of Jim Crossman and Bernie Richwagon. They were both long time trustees of Memorial Park and responsible for many of the improvements and beautiful upkeep of the Park. They will be long remembered for their services.

Now for the good news. The Park has had increased activities over the last year. Despite this increased use, the ground crew has been able to maintain it as it has in the past. Due to refurbishing of some High School fields, Memorial Park had extra wear, and both the High School and other organized sports have used the Park more than ever before.

NEEDHAM YOUTH COMMISSION



Seated L to R: Eva D. Sonsini, J.D. White, Alden Eberly, Martin J. Haley, Mary Dornemann. Standing L to R: F.S. Crook, Dorothy M. Davis, George F. Skinner, Thomas J. Engelman, Youth Coordinator; Lynn B. Hallen, Paul B. Robison, Employment Counselor. Missing from photo: Robert J. Roman.

The Needham Youth Commission sponsors youth employment services, youth and family counseling, delinquency prevention programs, information and referrals, and community services. The eight-member Youth Commission is appointed by: Selectmen, Finance Committee, two youth representatives by the Superintendent of Schools, Town Moderator, Police Chief, School Committee and Park & Recreation Commission.

The Youth Commission and its staff act as a liaison between agencies, commu-

ity groups and youths and their families in seeking to solve problems and coordinating services. The Commission seeks to meet the increasing demand for services by utilizing present staff and community volunteers. The Commission seeks in its counseling work to identify problems and provide assistance to prevent greater difficulties.

I. YOUTH EMPLOYMENT SERVICES:

The Youth Employment Counselor assists young people in locating employment opportunities which is of great value to our young people as part of their learning and growing experience.

Job Referral Service:

Through the Youth Employment Counselor 521 jobs were located for young people in this report period. Over 2,000 youths are registered for employment with 1,200 active registrants. The Youth Employment Counselor continually seeks available local jobs and provides local residents and employers with young people seeking work. Job opportunities have increased through the job referral service during this difficult employment period.

Special Employment Services:

Job counseling for special cases is provided. Nineteen high school youths who dropped out of school were placed in jobs. The Commission locally coordinates federally funded job programs. With the cooperation of town departments and non-profit agencies, 43 jobs were funded and young people earned in excess of \$30,000 of federal funds.

II. YOUTH COUNSELING SERVICES:

The prevention of problems is an important aspect of the Commission's work by providing support and help to young people and families encountering difficulties or questions.

Youth and Family Counseling:

Short-term counseling for young people and families is provided in a preventative and supportive effort.

Crisis Services:

The Youth Commission provides support for young people and families during crises.

Discussion Groups:

A variety of discussion groups for young people have been offered.

Emergency Housing:

Licensed as a foster care placement agency, the Commission seeks first to prevent the need for emergency housing, and only makes housing available after all alternatives are explored. Housing with volunteer Needham families has been utilized for 17 nights in the report period.

Youth Outreach:

The Commission staff continues to reach out to young people at their accustomed gathering places to become better acquainted and as a component to counseling.

Information and Referral Services:

Available through the Commission are up-to-date information and referrals to meet the varying needs of local residents ranging from vocational testing to counseling.

III. COMMUNITY SERVICES:

In cooperation with educational and community groups, community-wide seminars and planning assistance for special programs have been provided.

SCHOOL COMMITTEE



Seated L to R: Vincent C. Nuccio, Virginia H. Hillegass, Roy A. Kelley, Norman R. Meier. Standing L to R: Calvin L. Cleveland, Asst. Superintendent; Daniel P. Matthews, Lida E. Eisenstadt, Arthur E. Harkins, Jr., William M. Powers, Superintendent.

SCHOOL DEPARTMENT'S SHARE OF THE TOWN BUDGET, 1971-76

1971	1972	1/73-6/74	1974-75	1975-76
51.1%	51.2%	49.4%	50.8%	48.8%

As depicted in the table above, the School Department's share of the Town budget has remained relatively stable in recent years with a 2% decline this year compared to last year. This slight reduction is probably due in part to enrollment decline but to continued careful management practices as well.

INFLATION

The School Department has been able to reduce the salary portion of the budget, over which it has some control, from 86.5% in 1971 to 82.5% in 1975. During the same period however, inflation had considerable impact on increases in non-salary items such as fuel, light, transportation, and purchases of supplies and equipment.

The effect of inflation on the school budget is ever more revealing in the chart below. Column #2 denotes the devaluation of the dollar by 37% in an eight-year period. This, of course, caused an increase of \$888 in per pupil costs during the same period of

time (Column #3). Thus inflation, not increases in programs and services, was the cause for all but \$323 of the per pupil increase in budget (Column #4).

STATISTICAL ANALYSIS OF INFLATION ON

PER PUPIL BUDGET			
(1)	(2)	(3)	(4)
	AV. RETAIL	PER PUPIL	PER PUPIL
YEAR	VALUE OF	BUDGET	BUDGET IN
	1967 \$		1967 \$
1967	\$1.00	\$ 630	\$630
1968	.96	711	683
1969	.91	827	753
1970	.86	913	785
1971	.82	1027	846
1972	.80	1119	887
1973-74	.75	1269	953
1974-75	.68	1396	945
1975-76	.63	1518	953

ENROLLMENTS

Needham's school enrollment has declined fairly consistently since 1972.

DECLINE IN ENROLLMENT

Year	Enrollment	Number	Per Cent
1975	6983	-196	-.029
1974	7179	-189	-.026
1973	7368	-162	-.022

Since 1971, most of the enrollment decline occurred at the elementary level but now the wave of decline has entered the junior high level. This is illustrated by a breakdown of the 1975 enrollment by levels:

	Enrollment	Number	Per Cent
Elementary	3358	-89	-.027
Junior High	1692	-115	-.068
High School	1933	+ 8	
	6983	-196	

The official detailed enrollment for all grades is depicted below.

ENROLLMENT as of October 1, 1975

School	K	1	2	3	4	5	6	Sp.	7	8	9	10	11	12	PG	Total
Broadmeadow	34	54	66	47	63	66	75									405
Carter	37	44	40	44	46	37	53									301
Dwight	67	82	77													226
Highland				93	99	106	107									405
Eliot	66	43	31	52	51	53	45									431
Harris	40	*(Cross grading - 179)						45-Pollard								264
High Rock	53	49	50	49	43	47	65	8								364
Hillside	81	65	63	81	74	67	80									511
Mitchell	76	68	63	80	74	78	90	12								541
Elementary																
TOTAL	454	405	390	446	450	454	560	20	*(Includes cross-grading - 179)							3358
Newman Jr. High								10	236	260	277					783
Pollard Jr. High									281	296	332					909
Needham High												684	645	599	5	1933
Secondary																
TOTAL								10	517	556	609	684	645	599	5	3625
All Schools																
TOTAL	454	405	390	446	450	454	560	30	517	556	609	684	645	599	5	6983

Oct. 1, 1974 Elementary 3447 Junior High 1807 High School 1925 Total 7179

PERSONNEL

The professional staff of 1975-76 numbered 462 including:

- 52 Administrators (equates to 35 full-time)
- 391 Full-time teachers
- 6 Part-time teachers
- 13 Paraprofessionals

In addition, the supportive staff numbers 221 including:

- 69 Secretaries
- 62 Custodians
- 59 Food Service staff
- 21 School aides
- 6 Nurses
- 3 Doctors
- 1 Attendance Officer

Forty-five teachers left the system because of retirement, resignation or leave of absence. This number, or 10-12%, approximates the average teacher turnover since 1973 which indicates relative stability in staff.



NATIONAL MERIT SCHOLARSHIP FINALISTS: Pictured above are ten of the eleven National Merit Finalists for the class of 1976 at Needham High School. Front (left to right) Tom Dillon, Karen Carleton, Susan Prock, Paul Shore. Rear (left to right) Carolyn Rafferty, Martha Pickett, Paul Shapiro, Emily Wheeler, Chris Lowe, Tracy Harris. Missing from the picture is David Sahagian who, at the time the picture was taken, was completing his senior year at Swarthmore College.

POST HIGH SCHOOL EDUCATION PLANS OF NEEDHAM GRADUATES

The graduating class of 1976 had the highest percentage ever recorded of students entering, or planning to enter, post secondary education. A comparison with the class of 1975 shows:

Class of	Four-Year Colleges		Two-Year College		Non-College Educ. Insts.		1 Year Work; then College		Totals	
	No.	%	No.	%	No.	%	No.	%	No.	%
1975	351	57.0	72	11.7	20	3.2	44	7.1	494	80.2
1976	349	59.4	79	13.4	31	5.3	38	6.5	497	84.6

PHYSICAL EDUCATION

Considerable attention was focused on Physical Education and Athletics in 1975-76, particularly in terms of providing equal opportunity for girls and implementation of the anti-discrimination law, Chapter 622. An interesting statistic in the analysis of athletic participants shown below is that high school girls now comprise 43% or 331 of the 762 participants. This reflects an increase of 12% since 1973-74 when 264 of 838 participants were girls.

NEEDHAM HIGH SCHOOL ATHLETIC PARTICIPANTS: 1975-76

TOTAL FOR YEAR, BOYS & GIRLS = 762

BOYS' FALL SEASON

Cross Country	17
Football: Varsity	44
J.V.	15
Soccer: Varsity	27
J.V.	25
Fall Total	128

BOYS' WINTER SEASON

Gymnastics	9
Basketball: Varsity	15
J.V.	16
Indoor Track	25
Swimming	16
Hockey: Varsity	19
J.V.	18
Wrestling: Varsity	14
J.V.	8
Winter Total	140

BOYS' SPRING SEASON

Baseball: Varsity	24
J.V.	15
Track	46
Tennis: Varsity	8
J.V.	8
Lacrosse: Varsity	26
J.V.	19
Golf: Varsity	8
J.V.	9
Spring Total	163

BOYS' RECAP

Fall	128
Winter	140
Spring	163
Year Total	431

GIRLS' FALL SEASON

Volleyball	32
Field Hockey: Varsity	16
J.V.	31
Soccer	33
Swimming	36
Fall Total	148

GIRLS' WINTER SEASON

Gymnastics	17
Basketball: Varsity	11
J.V.	13
Cheerleading: Varsity	16
J.V.	10
Winter Total	67

GIRLS' SPRING SEASON

Softball: Varsity	18
J.V.	16
Track	23
Tennis: Varsity	7
J.V.	11
Lacrosse: Varsity	18
J.V.	23
Spring Total	116

GIRLS' RECAP

Fall	148
Winter	67
Spring	116
Year Total	331

SPECIAL EDUCATION

Particular focus on the special education department is given in this report to demonstrate the tremendous impact that legislation (Chapter 766) can have on a particular program and budget. Although Needham provided special education programs and services long before the inception of Chapter 766 in September 1974, the department has grown from one that was relatively small to one of the largest in the system. The data listed below gives particular substance to the point being made.

STAFF

73-74	74-75	75-76	
1	1	1	Director
0	2	2	Caseworkers
1	2	3	Psychologists
2	3	4	Speech and Language Therapists
9	13	25	Resource teachers (for learning disabled, mentally retarded, emotionally handicapped youngsters)
32	49	35	Tutors (includes three for bilingual programs)

STUDENTS

476	700	974
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COST COMPARISON (based on State Report)

73-74	74-75	75-76
\$745,000	\$864,000	\$1,200,000

MEDIA CENTERS

The Media Centers in the Needham Public Schools are vital resource areas for students and teachers. Extending the horizons of available knowledge well beyond the capabilities of "book repository" libraries of old, Media Centers have become the hub of activity where students and teachers can locate and/or create the resources necessary to support the teaching/learning process.

Media Centers reinforce the understanding and skills in any given discipline by providing not only the basic book and print materials, but also films, filmstrips, records, tapes, transparencies and other multi-media curriculum related materials.

The following statistics for the 1975-76 school year reflect only the circulation of books in the schools.

ELEMENTARY SCHOOLS

Total number of books	56,900
Total book circulation	124,597
Per capita circulation	35
Parent volunteers	229

JUNIOR HIGH SCHOOLS

Total number of books	29,012
Total book circulation	12,295
Per capita circulation	8

SENIOR HIGH SCHOOL

Total number of books	38,000
Total book circulation	16,176
Per capita circulation	9

FUTURE SCHOOL NEEDS COMMITTEE

During the fiscal year ending June 30, 1976, the Future School Needs Committee continued its communications with the School Committee and its Facilities Planning Advisory Committee on the subjects of the long-range plan, annual capital expenditures, and student enrollment projections which affect many aspects of educational planning. The enrollment projections, which are calculated using the latest actual birth and enrollment figures in a formula consistently applied since 1970, proved once again to meet the actual school enrollment almost exactly. The summary of these projections follows:

GRADES	ACTUAL PROJECTED		NEW PROJECTIONS FOR THE YEARS 1976 to 1984								
	1975		1976	1977	1978	1979	1980	1981	1982	1983	1984
K	454	448	348	327	305	322	349	349	349	349	349
1 - 6	2884	2952	2788	2652	2498	2327	2230	2161	2054	2056	2078
7 - 9	1682	1682	1678	1629	1618	1534	1472	1409	1388	1314	1218
10 - 12	1928	1912	1906	1838	1706	1705	1656	1638	1557	1482	1428
TOTALS	6948	6994	6720	6446	6127	5888	5707	5557	5348	5211	5073

Through our appointments to the Media Center Study Committee and Stephen Palmer Study Committee, we were kept informed of the work of the two committees and offered our assistance as requested. We also toured the facilities of all local elementary schools. The coming year should see progress toward completion of that part of the long-range plan concerning needs assessment at the junior and senior high schools.

Elected



Richard P. Melick, Moderator

MODERATOR

Richard P. Melick, 1977

SELECTMEN

E. Loretta Reynolds, 1979,
Chairman

Henry D. Hersey, 1978,
Vice Chairman

Benedict Horowitz, 1978,
Secretary

Richard A. Salamone, 1977
Francis A. Facchetti, 1979

TOWN CLERK

Rose O. Mackenzie, 1977

ASSESSORS

Herbert L. Dodge, 1977,
Chairman

James A. Newslow, 1978,
Vice Chairman

Andrew M. Carlin, 1979,
Secretary

TOWN TREASURER AND TAX COLLECTOR

A. Ramsay Gifford, 1977

BOARD OF HEALTH

Kenneth Christophe, 1978,
Chairman

John D. Fernald, 1977,
Secretary

Margaret L. Peirce, 1979

SCHOOL COMMITTEE

Roy A. Kelley, 1978,
Chairman

Norman R. Meier, 1977,
Vice Chairman

Arthur E. Harkins, Jr., 1977

Vincent C. Nuccio, 1978

Lida Eisenstadt, 1979

Daniel P. Matthews, 1979

TRUSTEES OF MEMORIAL PARK

Arthur M. Tierman, Jr., 1979
Chairman

Roger D. Goodwin, 1977,
Vice Chairman

Frederick F. Muir, 1978,
Secretary

Robert W. Chalue, 1979

Robert C. Dawson, 1977

CONSTABLES

John F. Harkins, 1978

Frank J. Reinhardt, Jr., 1978

TOWN OFFICERS

TRUSTEES OF PUBLIC LIBRARY

William H. Ganick, 1979,
Chairman

Raymond F. Bosworth, 1977

Roma Jean Brown, 1977

Harriet S. Brush, 1978

Phyllis K. Gresham, 1978

Robert D. Hall, Jr., 1978

Mary H. Dickert, 1979

PARK & RECREATION COMMISSION

Charles S. Rizzo, 1977,
Chairman

David F. Eldridge, Jr., 1978
Vice Chairman

Gary W. Petrini, 1979,
Finance Officer

Denton G. Nutter, Jr.,
Robert E. Hawes, 1979

PLANNING BOARD

George N. Giunta, 1979,
Chairman

Ellen M. Canavan, 1978

Vice Chairman and Clerk

Robert H. Seaman, 1977

Stanley R. Tippet, 1980

Norman A. Homsy, 1981

HOUSING AUTHORITY

Hrant H. Russian, 1978,
Chairman

David R. Donald, 1981

Vice Chairman

Edward S. Cahalane, 1979,
Treasurer

Carl A. Flint, 1976,
Asst. Treasurer

Aleda H. Bailey, 1980

COMMISSIONERS OF TRUST FUNDS

Gerald Swartz, 1978,
Chairman

Alden Eberly, 1977

L. Clarke Hill, 1979

Appointed

TOWN AGENTS

Francis A. Facchetti

E. Loretta Reynolds

Richard M. Salamone

Benedict Horowitz

Henry D. Hersey

MEASURER OF WOOD & BARK

Arthur Coughlan

FINANCE COMMITTEE

William L. Mather, 1979,
Chairman

John C. Hatch, 1977,
Vice Chairman

Charles W. Robins, 1979

Edward B. Murphy, 1977

Richard C. Peirce, 1977

A. William Rhodes, 1978

Kenneth W. MacWhinney, 1978

Robert E. Kettlety, 1978

Jonathan D. Horne, 1977

Warner Hartford,

Executive Secretary

TOWN COMPTROLLER

R. Everett Isherwood, 1977

TRUSTEES OF GLOVER HOSPITAL

David C. Sullivan, 1979,
Chairman

Edward L. Davis, Jr. 1979,
Vice Chairman

Marjorie G. Clifford, 1978,
Secretary

Stephen J. Kennedy, 1979

William H. Gorham, 1977

John K. Benson, 1978

Ronald L. Morrison, 1978

Leon Levitan, 1978

Robert P. MacDonald, 1977

DATA PROCESSING ADVISORY BOARD

R. Everett Isherwood,
Secretary

Glenn T. Barber

John R. Reilly

A. Ramsay Gifford

Eric Risberg

REGISTRAR OF VOTERS

Mary C. Buckley, 1979

June E. Koss, 1977

Francis J. Donahue, 1978

Rose O. Mackenzie, Ex-Officio

TOWN COUNSEL

William A. Cross

DIRECTOR OF PUBLIC WORKS

Robert A. MacEwen

TOWN ENGINEER & ASST. DIRECTOR OF PUBLIC WORKS

John D. Marr, Jr.

DIVISION SUPERINTENDENTS

John F. Cusick, Grounds

Robert J. Lanigan, Highways

Bruce E. Nagler, Water

Patrick Tocci, Sewers

Robert I. Yokes, Forestry

SUPERINTENDENT OF SCHOOLS

William M. Powers

PLANNING DIRECTOR

Thomas W. Fennessey

PARK & RECREATION DIRECTOR

Richard Foot

HEALTH OFFICER & INSPECTOR OF MILK

Robert Heustis

PUBLIC HEALTH NURSES

Gladys A. Wetmore

Nina H. Ackerman

SANITARY INSPECTOR & DEPUTY INSPECTOR OF MILK

Melvin A. Zabar

RECORDER OF COMMUNICABLE DISEASES-BURIAL PERMIT AGT.

Florence Volk

DENTIST (Dental Clinic)

Dr. Kurt Baum

DENTAL HYGIENIST

Jacqueline Klein

AGENT FOR VETERANS' AID & PENSION & CARE OF SOLDIERS' & SAILORS' GRAVES: BURIAL AGT.
Edmond B. Loughlin

TRUANT OFFICER

Stanley Bielski

INSPECTOR OF BUILDINGS

John C. Rosenfeld

SUBSTITUTE BUILDING INSPECTOR

Elmo J. Orciani

INSPECTOR OF WIRING

Donald B. Griffin

SUBSTITUTE WIRING INSPECTORSDonald F. Craig
Joseph HoldenINSPECTOR OF PLUMBING & GAS

Chester E. Bosselman

SUBSTITUTE PLUMBING INSPECTOR

John C. Howland

SUPERINTENDENT OF FIRE ALARM

William Hanson

PETROLEUM INSPECTOR

William Hanson

FOREST WARDEN

William Hanson

DEPUTY FOREST WARDENSL. George Caulton
Robert R. Tucceri
John J. Daley
Charles J. Nute, Jr.
Ernest J. Fay
Warner B. HartfordSEALER OF WEIGHTS & MEASURES

Angelo R. Dell-Erario

PURCHASING AGENT

John Austin, Jr.

ASSISTANT TOWN CLERK

Agnes M. O'Neil

DIRECTOR OF CIVIL DEFENSE

Julius T. Fedel

DOG OFFICER

Harry E. Greenlaw

KEEPER OF LOCK-UP

Louis Roman, Police Chief

DEPUTY CUSTODIAN OF PUBLIC BUILDINGS

John W. Allen

DEPUTY TAX COLLECTOR

Julius T. Fedel

INSPECTOR OF ANIMALS ANDSLAUGHTERING

William J. Curry

NUTRITIONIST

Bertha Bishop

PEDIATRICIAN

Dr. Asha P. Wallace

PUBLIC LIBRARY

Vivian M. McIver, Librarian

GLOVER MEMORIAL HOSPITALStephen L. Barrett,
Administrator
Nancy Laffey, Director of
NursingBOARD OF APPEALSCharles E. Downe, 1977,
Chairman
Hertz N. Henkoff, 1979
William J. Tedoldi, 1977
Jean C. Vivian, 1977,
Associate Member
Warren J. MacDonald, 1977,
Associate MemberCONTRIBUTORY RETIREMENT BOARDUnder vote of Town, 11/2/36
R. Everett Isherwood, 1977,
Chairman
Joseph Carey, Secretary
Louis F. Klein, 1977
James R. Bobillier, 1977PERSONNEL BOARDUnder Articles 11-12, 3/19/51
David G. Eisenstadt, 1977
Chairman
John E. Carroll, 1978
David S. Tobin, 1978
Co-Vice Chairmen
Donald F. Everett, 1977
Jerome C. Buckley, Jr. 1979
Harold W. Noble, Personnel
DirectorCOUNCIL ON AGINGUnder Article 15, 9/57
Anne Tinkham, 1978,
Chm., by Selectmen
Sidney J. Dockser, 1978,
V. Chm. by Selectmen
R. Ashley Holt, 1977,
Treasurer, by School Comm.
Ralph E. Chambers, 1977,
by Housing Authority
Phyllis E. Deming, 1977,
by Selectmen
Earle W. Perkins, 1977,
by Selectmen
Richard Deming, 1978,
by Park & Recreation
Margaret L. Peirce, 1978,
by Board of Health
Francis E. Quillard, 1978,
by Selectmen
Florence Grinspoon, 1979
by Selectmen
Margaret A. Lindsay, 1979,
by Selectmen
Dorothea M. Willgoose, 1979
by SelectmenCONSERVATION COMMISSIONUnder Article 76, 3/63
Roger B. Hunt, 1979,
Chairman
Margaret Lindsay, 1976,
Vice Chairman
James M. Colman, 1977
John D. Marr, Jr., 1977
Charles D. Mixter, Jr., 1977
John M. Gaffney, 1978
Eliot A. Winston, 1979ANNUAL TOWN REPORTNathaniel C. Fowler,
Chairman
Marcia M. Carleton,
Secretary/Coordinator
Robert W. Chaluse,
Photography*** SPECIAL COMMITTEES ***CAPITAL EXPENDITURES BUDGET PROGRAMMINGArticle 42 of 1959
George Giunta
Edward B. Murphy
Constance M. Setian
Stanley R. Tippet
Philip TrussellFUTURE SCHOOL NEEDSEstab. by Article 62 of
1950, last continued by
Article 30, 1976.
Marcia M. Carleton,
Chm., by Moderator
Eugene F. Sanchez, Jr.,
V. Chm., by Planning Bd.
Douglas B. Harding,
Secretary, by Moderator
Robert Chase, by Selectmen
Phyllis Fanger by Taxpayers
Association
Arthur E. Harkins, Jr.,
by School Committee
Theodore Magida, by
Finance Committee
James J. Mahoney, Jr.
by Moderator
Lothar Karp, by ModeratorYOUTH COMMISSIONUnder Article 49, 1967
Thomas J. Engelman, Youth
Coordinator
Paul B. Robinson, Employ-
ment Counselor
Alden Eberly, 1979,
Chm., by Selectmen
Martin J. Haley, 1979,
V. Chm., by Park & Rec.
Robert Roman, 1977,
by Police Chief
George Skinner, 1977,
by School Committee
Foster S. Crooke, 1978,
by Finance Committee
Dorothy M. Davis, 1978,
by Moderator
Mary Dornemann
Youth Representative
J. D. White,
Youth Representative

SOLID WASTE DISPOSAL STUDY
COMMITTEE

Article 73 of 1966, last continued by vote of Art. 12, 1976

Richard L. Malconian,

Chairman

Philip M. Wiggin,

Vice Chairman

Alyce Tucceri,

Secretary

Joel H. Bennett

William Cross

Robert A. MacEwen

Ronald L. Morrison

SUBCOMMITTEE-MDC PARKS

Article 48, 1971, by

Selectmen

John C. Hatch

Charles A. Morrison

Charles S. Rizzo

ROSEMARY LAKE RECLAMATION
BUILDING COMMITTEE

Article 2, Special TM, 1971

Gary W. Petrini, Chairman

Kenneth Christophe

James G. Donnelly

James Felkel

Jean R. Fox

George Giunta

Emily K. Hazard

John Marr

Ruth B. Oakman

TRANSPORTATION COMMITTEE

Grant J. Paul,

Chm., by Planning Bd.

Marion Calderwood, 1979,

by Selectmen

Donald Fleming, 1979,

by Selectmen

John J. Gill, 1977,

by Planning Board

Gilbert W. Cox, Ex-Officio

SPECIAL COMMITTEE RE ANTI-
CIPATED HOSPITAL RECEIPTS

Art. 8, Spec. TM, 10/7/74

Gilbert W. Cox, Jr.

Chairman

Herbert L. Dodge

William H. Gorham

Benedict Horowitz

Ronald L. Morrison

STUDY COMMITTEE - Long Range

Needs, Protection of Persons &

& Property, Art. 14, 1974;

last con't by Art. 32, 1976

William S. Marsh,

Chm., by Selectmen

Donald Everett, Vice Chm.,

by Personnel Board

Robert J. Crowley,

by Moderator

William Hanson, Fire Chief

William L. Mather,

by Finance Committee

Louis Roman, Police Chief

Alfred J. Saltzberg,

by Moderator

Edward F. Supple,

by Moderator

FEASIBILITY OF CREATING A
REGIONAL VOCATIONAL SCHOOL

DISTRICT - Art. 49, 1974,

con't by Art. 47, 1975

by the Moderator

William Finer

Alice B. Peterson

Donald F. Russell

TOWN MEETING COMMITTEE OF

1975 - Art. 55, 1975 (re:

change of Town Meeting date)

Frank L. Bridges,

by Moderator

Margaret T. Buckley,

by Moderator

Warner Hartford,

by Finance Committee

Norman A. Homsy,

by Moderator

E. Loretta Reynolds,

by Selectmen

GLOVER MEMORIAL HOSPITAL

BUILDING COMMITTEE - Art. 7,

Spec. TM, 11/75; Art. 34,

1976.

Stephen L. Barrett, Hospital

Administrator

Ronald L. Morrison, Hospital

Trustees

Christopher Salvo, M.D.,

Medical Staff

Katherine M. Gilfoy, Hospital

Aid Association

Thomas F. Geary, Needham

Taxpayers Association

Thomas L. Elliott, Jr.,

Finance Committee

Christopher J. Murray, Jr.,

Selectmen

MENTAL HEALTH SERVICES STUDY

COMMITTEE - Art. 40, 1976.

Ellen M. Canavan,

Chm., by Selectmen

Rosalyn Littman, V. Chm.,

by Board of Health

Thomas J. Engelman, Secretary

by Youth Commission

Mary S. Hazard, by Moderator

Dr. Edward F. Rabe,

by Finance Committee

Sheldon D. Bycoff,

by Board of Health

RETIREES STUDY COMMITTEE Re:

pensions. Art. 40, 1976

Francis X. Foster,

by Selectmen

Henry W. Longley,

by Selectmen

Kenneth W. MacWhinney,

by Finance Committee

Bertram N. Pike,

by Moderator

Robert Todd Pratt,

by Moderator

MENTAL HEALTH & RETARDATION

AREA BOARD - Needham Reps.

Joseph King, M.D.

Rosalyn Littman

George Smith

NEEDHAM HOUSING COMMITTEE

Art. 63, 1972. Continued by

Art. 35, 1976.

George Trumbour,

Chm., by Selectmen

Peter B. Benfield,

by Finance Committee

Dorothy Dwyer,

by Planning Board

Gladys Gordon, by Selectmen

Raeburn B. Hathaway,

by Moderator

Elizabeth Keil,

by Council On Aging

Dexter H. Marsh, Jr.,

by Housing Authority

Richard Warren Russell,

by Moderator

Dr. Dorathea Willgoose,

by Council on Aging

COMMITTEE TO STUDY FEASI-
BILITY OF ESTABLISHING A

NEEDHAM HERITAGE ADVISORY
COMMITTEE

Katharine Preston, Chm.,

by League of Women Voters

Howard Beal,

by Historical Society

Sidney A. Dimond,

by Selectmen

Catherine Farlow,

by Conservation Comm.

Norman A. Homsy,

by Planning Board

STEPHEN PALMER STUDY

COMMITTEE

Art. 15, 1975 - Spec. TM,

11/75, Art. 8

James M. Colman, Chm.,

by Selectmen

Howard F. Gustavson, V. Chm.,

by Retired Men's Club

Janie Webster, Secretary,

by League of Women Voters

C. William Frykberg,

by Finance Committee

Norman Meier,

by School Committee

Richard Stark, by

Future School Needs Comm.

Stanley R. Tippet,

by Planning Board

Bancroft R. Wheeler,

by Moderator

REGIONAL VOCATIONAL SCHOOL
DISTRICT PLANNING COMMITTEE

by Moderator

Alice Peterson

Donald F. Russell

Stanley Willox

STUDY AND ADVISORY COMMITTEE

TO AID & ASSIST BOARD OF

ASSESSORS Re: implementation

of assessment policy & program.

Art. 40, 1976.

by Selectmen

Peter Carre, Chairman

Norman Jacques

Edward F. Murphy

John Reilly

Philip Trussell

TOWN MEETING MEMBERS

PRECINCT A

Expiration 1979
Bleakney, Philip T.
40 Hampton Ave.
Burkett, Wayne L.
573 Hunnewell St.
Dockser, Sidney J.
98 Wayne Rd.
Giunta, George N.
44 Reservoir Ave.
Grinspoon, Florence S.
94 Reservoir St.
Henkoff, Eleanor
52 Wayne Rd.
MacPhail, John D., Jr.
108 Webster St.
Mather, Marcia C.
25 Park Ave.
Mulhern, Edward J.
143 Central Ave.
Nagel, Ira A.
57 Noanett Rd.
Newman, Doris C.
173 Evelyn Rd.
O'Toole, M. Eileen
28 Mercer Rd.
Sparr, Harold B.
50 Spring Rd.
Weiss, Eugene M.
10 Hewett Circle

Expiration 1978
Crocker, David C.
80 Spring Ct.
Fishman, Harry
46 Daley St.
Katz, Gerald E.
199 Evelyn Rd.
Linnane, James F.
11 Webster St.
Tedoldi, William J.
68 High St.

Expiration 1977
Denneen, Francis G.
569 Hunnewell St.
Henley, Lillian A.
30 Parkland Rd.
Landy, Herbert H.
74 Wayne Rd.
Newman, David
173 Evelyn Road
Vincent, Harold T.
201 Webster St.

PRECINCT B

Expiration 1979
Bassett, Walter H.
13 Hunnewell Terr
Brownlow, Anne R.
876 Central Ave.
Evans, Robert E.
54 Clarke Rd.
Frederick, Edward B.
554 Central Ave.
Ginn, Edward B.
82 Booth St.
Johnson, Peter B.
101 Clarke Cir.
Jones, William D.
664 Central Ave.
McLeod, Agnes J.
467 Central Ave.
Sweet, William L.
371 West St.
Tippett, Stanley R.
78 Clarke Cir.

Expiration 1978
Amundsen, Dawn L.
116 Forest St.
Avakian, Arthur F.
28 Sunset Rd.
Bassett, Walter H., Jr.
11 Hunnewell Terr.
Cavanagh, Norman J.
100 Ardmore Rd.

Gustavson, Howard F.
15 Cynthia Rd.
Huff, Roger W.
260 Hunnewell St.
Larson, Charles D.
15 Rolling Lane
Manning, Lee J., Jr.
103 Nardone Rd.
McLeod, John W.
467 Central Ave.
Remnitz, A. Fay
56 Pershing Rd.

Expiration 1977
Bassett, Agnes M.
13 Hunnewell Terr.
Caulton, Lawrence G.
12 Crescent Rd.
Cohen, Edwin B.
231 Hunnewell St.
Gavel, Ronald E.
30 Rosegate Rd.
Goodwin, Roger D.
43 Glendale Rd.
Haley, Martin J.
22 Parish Rd.
Henderson, Daniel C.
195 West St.
Larkin, Owen G.
72 Clarke Cir.
Larkin, Robert F., Jr.
72 Clarke Cir.
McIntosh, G. Leonard
42 Lakin St.

PRECINCT C

Expiration 1979
Barrett, Martin E.
21 Avalon Rd.
Bycoff, Sheldon D.
79 Mackintosh Ave.
Cleary, Francis C., Jr.
58 Avalon Rd.
Davis, Stanton H.
54 Mackintosh Ave.
Elliott, Thomas L.
541 High Rock St.
Gardiner, Jeffrey L.
121 Newell Ave.
Kelley, George P.
1560 Great Plain Ave.
Levitan, Leon B.
43 Whitman Rd.
Maccarone, Albert
96 Gay St.
Milligan, John F.
25 Blacksmith Dr.
Mitchell, Steven B.
2 Hancock Rd.
Newton, Robert C.
515 High Rock St.
Preston, Katharine H.
49 Oak Knoll Terr.
Swaffield, F. Hartwell
1681 Central Ave.
Wyckoff, Charles W.
85 Pine St.

Expiration 1979
Cogswell, John H.
1479 Great Plain Ave.
Levitan, Sally A.
43 Whitman Rd.

Expiration 1977
Bosworth, Raymond F.
549 High Rock St.
Brownell, Richard J.
52 Pilgrim Rd.
Caro, Robert E.
35 Avalon Rd.
Carovillano, Mary Ann
43 North Hill Ave.
Christophe, Philip A.
1196 Central Ave.
Davis, Richard W.
6 Avalon Rd.

Eaton, Stephen E.
11 Meadowbrook Rd.
Hawes, Robert E.
81 Meadowbrook Rd.
Hilton, Harry M.
34 Pond St.
Miller, Howard M.
288 Charles River St.
Preston, John L.
49 Oak Knoll Terr.
Rogan, Alburton F.
7 Curtis Rd.
Smith, Morris A.
55 Blacksmith Dr.

PRECINCT D

Expiration 1979
Dwyer, Dorothy D.
6 Ferndale Rd.
Eaton, Frank C.
1652 Central Ave.
Gilkie, Robert J.
46 Marked Tree Rd.
Gorham, William H.
56 Gatewood Dr.
Hunt, Roger B.
975 South St.
Marsh, Dexter H., Jr.
304 Country Way
Page, Robert W.
18 Maple Terrace
Pratt, Robert Todd
81 Sylvan Rd.
Zaleski, Alexander V.
248 Marked Tree Rd.

Expiration 1978
Bailey, Aleda H.
36 Marked Tree Rd.
Boulris, Carol Johnson
203 Country Way
Gintis, Murray I.
37 Henderson St.
Longley, Mark E.
45 Lewis St.
Powers, William M.
47 Scott Rd.
Wenckus, Alleen
65 Richardson Dr.
Wright, Walter A.
36 Maple St.

Expiration 1977
Bienkowski, Judith A.
42 Gilbert St.
Cahalane, Edward S.
296 Linden St.
Davis, Edward L., Jr.
200 Charles River St.
Eberly, Alden
10 Lewis St.
Foster, Francis X.
12 Cranberry Lane
Gatto, Victor E.
99 Country Way
Golub, Elisabeth
77 Crestview Rd.
Malconian, Richard L.
128 Country Way
Morrison, Ronald L.
110 Country Way
Rockmore, Joyce S.
84 Sylvan Rd.
Russell, Donald F.
273 Nehoiden St.
Snell, Betty C.
245 Country Way
Walton, Priscilla A.
34 Russell Rd.
Lewis, Arthur J.
99 Linden St.

PRECINCT E

Expiration 1979
Chin, Daniel Y.S.
18 Gordon Rd.
Donald, David R.
323 Dedham Ave.

Gordon, Maxwell N.
182 Edgewater Dr.

Expiration 1978
Barstow, Frederick E.
86 Livingston Cir.
Colman, James M.
142 Fox Hill Rd.
Davis, Richard A.
66 Eaton Rd.
Davis, Sally B.
45 Coulton Park
Day, John M., Jr.
97 Old Farm Rd.
Harkins, Thomas M.
41 Laurel Dr.
Krech, George D.
61 Bradford St.
Meier, Norman R.
93 Wildwood Dr.
Rizzo, Charles L.
30 Norfolk St.
Steeves, Ernest A.
20 Laurel Dr.

Expiration 1977
Austin, Sidney F.
18 Oakhurst Cir.
Bauer, William C.
104 Sutton Rd.
Bridges, Frank L.
114 Harris Ave.
Eaton, Donald A.
6 Eaton Rd.
Kenefick, James L.
84 Harris Ave.
Kidd, Donald E.
179 Harris Ave.
King, Joseph A.
20 Stevens Rd.
Knapton, David A.
100 Lawton Rd.
Mortimer-Maddox,
Rosalind
16 Stevens Rd.
Reynolds, Keith
149 Harris Ave.
Hazard, Mary S.
1204 Greendale Ave.
Muir, Frederick R.
65 Coolidge Ave.
Reynolds, Frederick A.
149 Harris Ave.
Riddell, Mary T.
20 Cleveland Rd.

PRECINCT F

Expiration 1979
Buckley, Jerome C., Jr.
838 Great Plain Ave.
Harris, Robert D.
955 Webster St.
Keil, Elizabeth M.
43 Kingsbury St.
Miller, Evan K.
25 May St.
Powers, James Hugh
40 Grant St.
Ryan, John J.
847 Webster St.

Expiration 1978
Alexander, Norman E.
23 Longfellow Rd.
Gallelo, Sam
23 Howland St.
McDonough, Barry R.
71 Fair Oaks Park
McNamara, Robert V.
1095 Highland Ave.
Sacks, Mary M.
101 Garden St.
Trabish, Richard M.
459 Webster St.
Trussell, Philip A.
841 Webster St.
Wheeler, Bancroft R.
156 Fair Oaks Park
Wholly, Virginia C.
18 May St.

Expiration 1977
 Damon, Peter S.
 743 Webster St.
 Fay, Brendan R.
 280 Nehoiden St.
 Fleming, Susan D.
 22 Morton St.
 Hely, Charles J.
 19 Lake Dr.
 Kinne, Dorothy L.
 159 Dedham Ave.
 Tiernan, Arthur M., Jr.
 21 Warren St.

PRECINCT G

Expiration 1979
 Holden, Donald B.
 74 Coolidge Ave.
 Vanelli, June W.
 515 Great Plain Ave.
 Wheeler, Lewis A.
 42 Greenwood Ave.
 Wiggins, Philip M.
 31 Helen Rd.

Expiration 1978
 Abbott, Susan W.
 60 Otis St.
 Browne, Gerald R.
 242 Hillcrest Rd.
 Devine, Joseph M.
 63 Prince St.
 Farnham, Arthur C.
 198 Hillcrest Rd.
 Fredericks, Christian, Jr.
 25 Otis St.
 Lovett, Thomas C.
 45 Woodlawn Ave.
 McMorro, Eugene S.
 15 Evans Rd.
 Nuccio, Vincent C.
 93 Hawthorn Ave.
 Powers, Donald H., Jr.
 776 Webster St.

Expiration 1977
 Anderson, Gerald R.
 60 Parkinson St.
 Antonakes, John
 89 Washington Ave.
 Carre, Peter W.
 749 Great Plain Ave.
 Chase, Robert E.
 74 Washington Ave.
 Hall, Robert D., Jr.
 204 Hillcrest Rd.
 Matthews, Daniel P.
 204 Highgate St.
 Tagle, Ferdy J., Jr.
 15 Parkinson St.
 Willox, Stanley
 48 Coolidge Ave.

PRECINCT H

Expiration 1979
 Adams, John L.
 20 Dunbarton Rd.
 Carleton, Marcia M.
 132 Elmwood Rd.
 Devine, David F.
 141 Dawson Dr.
 Harrington, Daniel G.
 144 Fairfield St.
 Petrini, Gary W.
 36 Petrini Cir.
 Stewart, John H.
 131 Bird St.

Expiration 1978
 Barnes, Bradford S.
 41 Lancaster Rd.
 Donahue, Thomas F.
 67 Kenney St.
 Harris, Nancy M.
 7 Whittier Rd.
 Helm, Robert W.
 147 Tudor Rd.

Larsen, Robert Y.
 150 Tudor Rd.
 Marsh, William S.
 15 Berkshire Rd.
 Nutile, LeRoy J.
 60 Tudor Rd.
 Peck, George K.
 729 Greendale Ave.
 Stanley, John G.
 979 Greendale Ave.

Expiration 1977
 Bliss, Willard R.
 105 Broad Meadow Rd.
 Buckley, Margaret T.
 42 Broad Meadow Rd.
 Carleton, Robert G.
 132 Elmwood Rd.
 Carroll, John E.
 80 Douglas Rd.
 Gagnon, William A.
 1044 Greendale Ave.
 Hutchinson, Jean W.
 240 Broad Meadow Rd.
 Maloney, James P.
 31 Enslin Rd.
 Murphy, Edward B.
 9 Grosvenor Rd.
 O'Connell, Daniel T.
 110 Dawson Dr.

PRECINCT I

Expiration 1979
 Barber, Glenn T.
 280 Manning St.
 Garrity, H. Phillip, Jr.
 11 Colby St.
 Hartford, Warner B.
 212 Washington Ave.
 Schofield, Ann M.
 32 Oak Hill Rd.

Expiration 1978
 Attridge, Paul H.
 59 Powers St.
 Cass, Richard S.
 409 Greendale Ave.
 Downe, Charles E.
 298 Manning St.
 Duncan, William E.
 34 Hemlock St.
 Sewall, Brian R.
 12 Morley St.
 Stewart, Robert C.
 301 Hillcrest Rd.
 Svendsen, Harold
 261 Manning St.

Expiration 1977
 Bamforth, Howard E.
 313 Brookline St.
 Benfield, Peter B.
 84 Paul Revere Rd.
 Day, John W.
 35 Morley St.
 Garrity, H. Phillip III
 11 Colby St.
 Keller, Donald M.
 55 Nichols Rd.
 Kelley, Robert H.
 298 Brookline St.
 Bunce, Jeffrey H.
 39 Powers St.

PRECINCT J

Expiration 1979
 Anderson, Elizabeth E.
 31 LaSalle Rd.
 Carlin, Andrew M.
 125 Tower Ave.
 Connell, John F.
 61 Lexington Ave.
 Downs, Robert A.
 51 Virginia Rd.
 Geraci, Frank A.
 167 Parker Rd.

Mulvey, Philip F., Jr.
 65 Paul Revere Rd.
 Setian, Constance
 26 Bennington St.
 Steeves, Walter E., Jr.
 128 Lexington Ave.
 Vondenbrink, Robert J.
 119 Tower Ave.

Expiration 1978
 Dermody, Frank M.
 12 Concord St.
 Eaton, Richard W.
 80 Tower Ave.
 Everett, Donald F.
 160 Paul Revere Rd.
 McQuillan, John J.
 193 Lindbergh Ave.
 Paul, Grant, Jr.
 34 Hazel Lane

Expiration 1977
 Crook, Foster S.
 3 Thorpe Rd.
 Fedel, Julius T.
 41 Lindbergh Ave.
 Gill, John J.
 36 Homestead Park
 Harkins, Arthur E., Jr.
 67 Parker Rd.
 Hatch, John C.
 95 Tower Ave.
 Hathaway, Raeburn B., Jr.
 48 Dunster Rd.
 Kettlety, Robert E.
 201 Paul Revere Rd.
 Small, Asa M.
 20 Greendale Ave.
 Swartz, Joan W.
 130 Woodbine Cir.
 O'Brien, William J.
 154 Lexington Ave.

AT LARGE

Christophe, Kenneth
 30 Perrault Rd.
 Dodge, Herbert L.
 26 Tolman St.
 Facchetti, Francis A.
 48 Carey Rd.
 Gifford, A. Ramsay
 20 Glendale Rd.
 Hersey, Henry D.
 45 Washington Ave.
 Horowitz, Benedict
 140 Prince St.
 Kelley, Roy A.
 52 Beaufort Ave.
 Larkin, Robert F., Jr.
 72 Clarke Cir.
 Mackenzie, Rose O.
 86 Hawthorn Ave.
 Melick, Richard P.
 100 Windsor Rd.
 Reynolds, E. Loretta
 149 Harris Ave.
 Salamone, Richard M.
 12 Upland Rd.

CASH RECEIPTS
JULY 1 TO JUNE 30
FISCAL YEAR 1976 AND FISCAL YEAR 1975

	F. Y. 1976	F. Y. 1975
<u>CASH ON HAND, JULY 1,</u>	<u>\$ 1,353,235.22</u>	<u>\$ 3,093,734.28</u>
Personal Property Taxes	625,932.56	608,904.96
Real Estate Taxes	15,652,328.24	15,555,098.77
Farm Animal Excise Taxes	20.00	20.00
Total Taxes	<u>\$16,278,280.80</u>	<u>\$16,164,023.73</u>

COMMONWEALTH OF MASSACHUSETTS SCHOOL RECEIPTS

School Aid Chapter 70	965,315.86	678,091.39
School Chapter 70--Deaf & Blind	2,366.00	375,993.88
Transportation Chapter 76, Public Welfare	4,702.74	25,336.00
Metco Transportation 506--Section 12AB	119,969.00	76,009.00
Occupational Education Tuition, Chap. 74, Sec. 10	24,451.50	14,560.00
Outside Vocational Transportation, Chapter 74, Section 8A	675.00	1,835.00
Vocational Education Maint. Chapter 74, Section 9	10,485.50	43,357.00
Pupil Transportation Chapter 71, Section 7A	61,640.50	49,500.07
Public Law, Title II, E. S. E. A. 1974, Media Grant	24,307.28	5,000.00
Special Education Grant Chapter 766	372,464.61	73,991.00
Title I, E. S. E. A., Project Realization	24,847.00	22,250.00
Magnet I, Chapter 636, Section 8	3,980.00	100.00
Public Law 92-318, Self Help	16,870.00	000.00
Magnet Discovery	10,916.00	30,532.00
Public Law Title I, 874	130,622.89	23,820.00
Library Learning Research	3,666.67	9,000.00
Mentally Retarded, Special Needs	5,491.30	000.00
Educational Occupation, Public Law 90576	20,181.00	000.00
Health, Education & Welfare, Refugees	1,800.00	000.00
Educational Administration, Public Law 91-527	50.00	000.00
Learning Disability Program	233.65	000.00
Department of Education, Magnet II, Chapter 636	000.00	3,229.00
Total School Purposes and Functions	<u>\$1,805,036.50</u>	<u>\$1,432,604.34</u>

COMMONWEALTH OF MASSACHUSETTS OTHER RECEIPTS

School Aid Building Assistance, Chapter 645	\$ 276,217.33	\$ 276,542.70
Real Estate Reimbursement, Disabled Vets	27,976.83	25,233.28
Massachusetts Lottery	161,637.18	102,532.65
Business Corporation Tax	1,225.00	875.00
Hawkers and Peddlers Chapter 101, Section 22	25.00	75.00
State Aid for Public Libraries	11,155.50	11,155.50
Veterans Benefits	21,797.44	32,465.99
Civil Rights	100.00	000.00
Traffic Zone Lights Reimbursement--Chapter 616	5,588.25	000.00
Division of Youth Services	000.00	3,016.50
Youth Commission Special Donations	000.00	35.00
Massachusetts Bicentennial Division Act 1974	000.00	15,000.00
Educational Television Chapter 71, Section 13F	000.00	1,866.38
Water Lands Reimbursement, Commonwealth & Wellesley	1,306.87	336.03
Civil Defense Public Law 85-606	3,491.40	5,648.35
Dept. of Natural Resources--Ridge Hill Res. Project 25	5,246.52	230,375.00
Public Law 91-527, Help Communities	000.00	9,141.00
Roads--Chapter 90	000.00	20,223.18
Highway Improvement Chapter 58-5 = Section 18B	67,199.39	119,295.42
Public Highways--Chapter 825, Section 4	25,200.00	25,200.00
Highway Fund General Laws, Chapter 81, Section 31	60,680.04	60,212.95
Total Other Receipts	<u>\$668,846.75</u>	<u>\$939,229.93</u>

GRANTS AND GIFTS--COUNTY

Dog Licenses Due Norfolk County	\$ 8,938.40	\$ 7,624.35
Dog Licenses from Norfolk County	4,124.48	4,333.69
Roads Chapter 90	000.00	11,940.15
Total Grants and Gifts--County	<u>\$ 13,062.88</u>	<u>\$ 23,898.19</u>

	<u>F. Y. 1976</u>	<u>F. Y. 1975</u>
<u>FINES AND PERMITS</u>		
District Court--North Norfolk	\$ 22,496.01	\$ 21,405.25
Permits and Licenses--Town Clerk	2,680.00	2,659.50
Total Fines and Licenses	<u>25,176.01</u>	<u>24,064.75</u>
<u>SPECIAL ASSESSMENTS</u>		
Motor Vehicle Excise	\$1,368,908.85	\$1,697,380.10
Added to Tax Bills:		
Sewer Betterments	24,665.12	18,681.22
Sewer House Connections Betterment	19,980.57	20,235.27
Sidewalk	11.16	11.16
Street	7,581.54	9,615.91
Paid in Advance and Unapportioned:		
Sewer	7,776.13	13,775.36
Sewer House Connections	24,462.18	17,385.73
Sidewalk	350.97	28.35
Street	2,427.90	2,904.06
Total Special Assessments	<u>\$1,456,164.42</u>	<u>\$1,780,017.16</u>
<u>DEPARTMENTAL RECEIPTS</u>		
Assessors Metro District	165.75	000.00
Board of Appeals Filing Fees	1,190.00	575.00
Ridge Hill Rent	1,650.00	1,485.00
Rental of Town Owned Land	000.00	200.00
Building Department:		
Building Fees	7,222.50	6,673.00
Building Occupancy Certificates	525.00	1,880.00
Building Certificates	760.00	50.00
Gas fees	505.00	709.00
Plumbing fees	2,627.00	2,316.00
Wiring fees	5,949.25	4,827.30
Pools and signs	1,587.00	506.00
Fire Department:		
Telephone returns	10.59	47.37
Health Department		
Permits and Licenses	895.20	744.00
Dental Clinic	374.95	435.55
Well Child Families and Conferences	1,591.50	1,326.50
Glover Memorial Hospital:		
Accounts Receivable Services	4,670,667.73	4,309,509.18
Cafeteria	31,997.29	29,071.89
Miscellaneous	19,825.14	22,395.70
Needham Housing Authority Payment Lieu of Taxes	2,880.00	2,880.00
Library:		
Fines	8,677.43	6,822.48
Lost Books and Registrations	557.78	524.06
Miscellaneous, telephone and outside detail	438.42	517.32
Park Commission:		
Aquatic Programs and Services	23,751.78	23,161.13
Arts and Crafts	431.50	572.50
Community Softball League	3,055.00	000.00
Dance and Exercise	1,793.00	1,800.00
Ice Skating Programs	17,377.00	19,334.43
Outdoor Living Day Camp	3,341.00	3,057.00
Tennis	8,397.39	8,400.00
Other Recreation	293.00	32.62
Planning Board:		
Filing fees	80.70	124.15
Ambulance Service	9,296.40	1,453.00
Police:		
Bicycle, gun permits and identification cards	1,558.73	4,658.00

	F. Y. 1976	F. Y. 1975
Public Works:		
Tin Can Recycling	178.13	318.75
Deposits on Contracts	15.00	80.00
Sale of Scrap Iron	948.33	270.00
Refuse Collection	18,347.00	16,481.00
Newspaper recycling	3,928.15	1,785.68
Street Occupancy	224.50	325.00
Maps and Assessors Plans	97.75	42.50
Glass recycling	000.00	390.00
Gasoline refund	000.00	301.35
Repairs to clogged sewer connections	000.00	140.97
Damages to hydrants, etc.,	1,022.84	1,658.88
Parking Meters on Street	10,585.12	10,265.92
Parking Meters off Street	5,436.06	6,614.54
Parking Meters Heights	3,153.14	3,217.93
Outside town sewer disposal	3,400.00	000.00
Parking Meters Chestnut Street	1,163.30	000.00
Street Signs	112.00	000.00
Water Receipts:		
Water Rates #90	722,878.19	512,957.75
Water Land Rent #91	11,733.00	10,290.00
Water Filling Containers #92	463.11	492.88
Water Mains #93	1,629.22	900.39
Water Meters #94	723.09	324.51
Water Services #95	15,767.94	14,677.76
Water Fire Services #96	1,750.00	2,060.86
Water Hydrants #97	230.94	26.50
Water Penalties #98	25.00	51.00
Water Leins	8,227.21	5,027.07
Water Receipts in Escrow	2,000.00	000.00
School:		
Adult Evening	24,807.95	22,430.00
Tuition from towns	3,801.68	3,085.53
Tuition from individuals	536.80	4,155.93
Summer School	10,474.00	12,117.00
Miscellaneous	224.29	1,040.22
Sealer of Weights and Measures	849.30	566.70
Selectmen, Identifications cards and miscellaneous	230.18	242.00
Town Clerk:		
Dog Licenses due town	1,044.40	889.40
Fish and game fees	257.40	241.15
Marriage intentions	1,229.00	776.00
Mortgages, Recordings, and Discharges	2,139.50	1,489.00
Sale of Street Lists and By-laws	1,212.00	1,277.00
Certified copies, abstracts, liens, etc.,	2,381.95	1,607.00
Treasurer and Tax Collector:		
Municipal liens	3,444.00	2,988.00
Dissolving Betterments	132.00	200.00
Redemption Tax Titles, Interest and Costs	88.08	1,791.12
Redemption of Tax Titles	000.00	7,169.92
Town Hall and Grounds Telephone receipts	000.00	76.92
Total Departmental Receipts	\$5,696,364.60	\$5,106,932.31
<u>SPECIAL SCHOOL REVOLVING FUNDS</u>		
Athletic Fund Receipts	\$ 10,325.13	\$ 12,687.30
School cafeteria receipts	314,628.47	322,561.53
United States Department of Agriculture Claims	130,727.08	114,807.51
Total Revolving Funds	\$455,680.68	\$450,056.34
<u>INVESTED FUNDS:</u>		
Certificates of Deposits--General Funds	\$51,380,162.43	\$27,908,138.10
Interest earned--General Funds	197,642.43	121,877.25
Revenue Sharing--Certificates of Deposits	1,805,133.92	481,859.35
Revenue Sharing--Cash	607,214.04	000.00
Revenue Sharing--Fire and Police Appropriation	400,000.00	455,068.17
Revenue Sharing--Interest Earned	6,605.66	10,830.14
State House Notes	130,000.00	000.00
Total Invested Funds	\$54,526,758.48	\$28,977,773.01

	<u>F. Y. 1976</u>	<u>F. Y. 1975</u>
INTEREST:		
Motor Vehicle Excise	\$ 299.72	\$ 406.19
Personal and Real Estate	11,435.72	10,609.57
Sewer Committed Interest	3,615.62	3,124.02
Committed Interest	7,352.63	7,903.03
Betterments Paid in Advance and Unapportioned	25.28	32.66
Sewer Betterments Interest Paid in Advance	14.79	26.88
Committed Interest Paid in Advance	000.00	28.25
Total Interest	\$22,743.76	\$22,130.60
DEMAND CHARGES:		
Motor Vehicle Excise	\$2,331.30	\$1,349.00
Personal and Real Estate	660.00	106.00
Total Demand Charges	\$2,991.30	\$1,455.00
TRUST FUNDS:		
Glover Memorial Hospital --Permanent Donation Fund	\$80,318.25	\$90,294.46
Other Trust Funds, Principal and Income	97,395.21	88,177.41
Total Trust Funds	\$177,713.46	\$178,471.87
AGENCY ACCOUNTS:		
With-held from employees:		
Blue Cross--Blue Shield--General	\$ 325,990.85	\$ 313,536.51
Blue Cross--Blue Shield, E. G. R.	1,533.66	567.00
Basic Group Insurance	14,353.13	14,580.84
Optional Group Insurance	15,394.03	14,362.00
Federal Withholding Taxes	2,431,304.48	2,449,528.64
State Withholding Taxes	723,792.54	646,194.13
Fire Tax Sheltered Annuities	5,110.50	6,590.34
Firemens' Dues	7,290.80	7,568.40
Glover Memorial Hospital Annuities	29,391.75	27,609.00
Police Tax Sheltered Annuities	1,415.00	1,555.00
Public Works Tax Sheltered Annuities	2,875.00	3,850.65
School Tax Sheltered Annuities	111,789.63	84,416.88
School Custodians Union Dues	3,641.00	3,327.00
School Teachers' Dues	36,713.70	34,715.80
School, M. T. A. Credit Union	65,613.22	51,893.12
Town Employees' Credit Union	299,051.00	191,514.00
School Teachers' Retirement	361,883.33	339,048.40
Fire Outside Paid Detail	1,447.50	672.00
Police Outside Paid Detail	60,507.10	61,827.12
School Outside Detail	824.00	962.00
Retirement Board Salaries	1,250.00	000.00
Total Agency Accounts	\$4,501,172.22	\$4,254,318.83
REFUNDS:		
Advance Medical Blue Cross Medicare	000.00	90,597.50
Employers' Group Blue Cross Dividend	39,274.50	000.00
Employees' Group Blue Cross Dividend	39,274.50	70,033.50
Previous Years refunds	48,684.30	97,257.82
Optional Group Insurance Dividend	5,769.00	2,124.00
Credits to Appropriation Accounts	408,512.56	000.00
Trust Funds	8,748.68	000.00
Total Refunds	\$550,263.54	\$260,012.82
TOTAL RECEIPTS	<u>\$87,533,590.62</u>	<u>\$59,614,988.88</u>

APPROPRIATION EXPENDITURE SCHEDULE
FISCAL YEAR
JULY 1, 1975 - JUNE 30, 1976

	F. Y. 1976	F. Y. 1975
<u>GENERAL GOVERNMENT</u>		
ACCOUNTING--SALARIES, EXPENSES AND TRAVEL		
OUT OF STATE	\$ 64,737.25	\$ 61,341.95
ASSESSORS--SALARIES, EXPENSES AND TRAVEL OUT		
OF STATE	79,919.97	78,030.49
BOARD OF APPEALS, SALARIES AND EXPENSES	2,610.29	2,213.00
BUILDING--SALARIES AND EXPENSES	56,472.33	55,388.06
CIVIL DEFENSE--SALARIES, EXPENSES AND CAPITAL		
OUTLAY	13,870.68	19,784.75
CONSERVATION COMMISSION EXPENSES	477.19	707.98
COUNCIL ON AGING--SALARIES AND EXPENSES	17,089.30	15,403.20
DATA PROCESSING--SALARIES AND EXPENSES	77,865.37	79,042.12
DOG OFFICER--SALARIES AND EXPENSES AND CAPITAL		
OUTLAY	15,189.15	10,805.37
FINANCE COMMITTEE--SALARIES AND EXPENSES	3,126.24	2,833.27
LEGAL--SALARIES, EXPENSES AND DAMAGES	26,659.91	26,753.00
PERSONNEL BOARD--SALARIES AND EXPENSES	22,992.75	18,397.68
PLANNING BOARD--SALARIES, EXPENSES, TRAVEL OUT OF		
STATE, AND TECHNICAL ASSISTANCE	33,124.68	29,245.27
REGISTRARS--SALARIES, EXPENSES AND CANVASSERS		
AND TELLERS	35,277.90	50,240.44
SEALER OF WEIGHTS AND MEASURES--SALARIES AND EXPENSES	4,325.00	4,074.00
SELECTMEN--SALARIES, EXPENSES AND TOWN MEETING		
EXPENSES	32,345.60	31,348.86
TOWN HALL SWITCHBOARD--SALARIES AND TELEPHONE		
CALLS	39,171.92	30,598.36
TOWN CLERK--SALARIES AND EXPENSES	35,898.51	33,014.08
ELECTRONIC VOTING MACHINE, ARTICLE 24.75	28,957.50	000.00
TOWN HALL AND GROUNDS, SALARIES AND EXPENSES	40,629.66	41,697.11
ROOF REPAIRS TOWN HALL, S. T. M. ARTICLE 4/74	000.00	35,278.38
TREASURER AND TAX COLLECTOR--SALARIES AND EXPENSES	69,087.84	65,922.86
VETERANS SERVICES--SALARIES AND EXPENSES	15,998.56	14,731.35
VETERANS BENEFITS ASSISTANCE	86,994.31	71,154.85
YOUTH COMMISSION--SALARIES, EXPENSES AND CAPITAL		
OUTLAY	57,730.93	54,350.41
TOTAL GENERAL GOVERNMENT	<u>\$860,552.92</u>	<u>\$832,356.84</u>
 <u>PROTECTION OF PERSONS AND PROPERTY</u>		
<u>FIRE DEPARTMENT</u>		
SALARIES AND TRAVEL OUT OF STATE	\$1,016,298.77	\$ 905,840.47
EQUIPMENT AND SUPPLIES	16,730.07	15,642.03
BUILDING AND EQUIPMENT MAINTENANCE	27,544.06	28,739.42
FIRE SERVICES AND MEDICAL EXPENSES	6,158.77	11,311.24
CAPITAL OUTLAY	18,173.50	17,254.80
FIRE SALARIES FROM REVENUE SHARING FUNDS	240,000.00	267,944.00
FIRE OUTSIDE DETAIL	1,447.50	1,837.50
<u>FIRE ALARM DEPARTMENT</u>		
SALARIES	27,491.81	21,281.14
EXPENSES AND EQUIPMENT MAINTENANCE	13,620.64	13,080.04
<u>POLICE DEPARTMENT</u>		
SALARIES	761,748.47	671,380.87
POLICE SALARIES FROM REVENUE SHARING FUNDS	160,000.00	187,124.17
UNIFORMS AND GENERAL OPERATING EXPENSES	29,821.16	30,066.10
COMMUNICATIONS AND SIGNAL SYSTEM	8,220.07	6,286.50
CAPITAL OUTLAY	27,085.00	26,878.14
AUTO AND BUILDING MAINTENANCE	55,029.88	46,057.22
POLICE OUTSIDE DETAIL	60,279.10	62,398.94
	<u>\$2,469,648.80</u>	<u>\$2,313,122.58</u>

	<u>F. Y. 1976</u>	<u>F. Y. 1975</u>
<u>HEALTH AND SANITATION</u>		
HEALTH DEPT.--SALARIES, EXPENSES	\$ 86,949.89	\$ 81,664.80
MENTAL HEALTH--SALARIES AND EXPENSES	23,452.00	23,180.30
GARBAGE COLLECTION	60,000.00	64,999.00
DENTAL CLINIC--SALARIES AND EXPENSES	12,563.48	12,443.19
CAPITAL OUTLAY	000.00	3,109.97
	<u>\$ 182,965.37</u>	<u>\$ 185,397.26</u>
<u>PUBLIC WORKS</u>		
ADMINISTRATION--SALARIES, EXPENSES, TRAVEL OUT OF STATE	75,312.46	67,978.98
ENGINEERING--SALARIES AND EXPENSES	158,352.23	146,797.05
FORESTRY--SALARIES AND EXPENSES	131,611.50	126,618.09
MOSQUITO CONTROL--SALARIES AND EXPENSES	2,500.00	4,507.00
GARAGES AND EQUIPMENT--SALARIES AND EXPENSES	134,680.21	134,817.11
EQUIPMENT REPLACEMENT	77,000.00	76,999.40
HIGHWAY SALARIES AND EXPENSES	414,905.32	371,625.00
HIGHWAY REPAIRS	5,000.00	5,000.00
STREET LIGHTING	122,176.36	110,500.00
PARKING METER MAINTENANCE SALARIES	7,000.00	5,981.06
RECONSTRUCTION VARIOUS WAYS	5,000.00	5,000.00
CHAPTER 90 AND STREET BETTERMENT CONSTRUCTION	000.00	30,403.63
LINCOLN STREET PARKING LOT, ARTICLE 35/75	15,962.77	000.00
PARKING CENTER SYSTEM, CHESTNUT STREET	7,499.68	000.00
CHESTNUT STREET PARKING LOT, ARTICLE 34/73	000.00	3,858.84
CHESTNUT STREET PARKING LOT, ARTICLE 35/74	000.00	33,840.97
CHAPTER 825, ACTS 1974, SECTION 4, ARTICLE 36/75	38,669.54	000.00
CHAPTER 1140, ACTS OF 1973, ARTICLE 35/74	20,376.30	000.00
CHAPTER 679, ACTS OF 1965, ARTICLE 20/68	000.00	53.00
DWIGHT SCHOOL ZONE, ARTICLE 35/74	1,741.57	5,258.43
SEWER SALARIES AND EXPENSES	313,552.81	291,770.00
SEWER HOUSE CONNECTIONS	14,000.00	14,000.00
STORM DRAIN CONSTRUCTION, ARTICLES 29/75 AND 28/74	13,912.04	24,750.00
SEWER MAIN CONSTRUCTION ARTICLES 28/75 AND 27/74	40,933.22	93,896.32
EMERGENCY SALARIES AND EXPENSES	165,997.03	108,040.97
STANDBY POWER RESERVOIR PUMPING STATION ART. 29/74	4,786.79	4,163.06
REPLACE PUMPS, ARTICLE 30/73	2,185.22	4,683.16
WATER SALARIES AND EXPENSES	353,514.24	331,500.74
WATER MAIN RELAYING, ART. 18/75, 30/74 and 31/73	34,985.55	106,334.42
BIRDS HILL STANDPIPE, ARTICLE 29/72	20,698.62	2,933.26
CHARLES RIVER STATION, ARTICLE 33/73	10,183.98	4,058.73
CHARLES RIVER WELL, S. T. M. ARTICLE 2/74	27,188.90	29,397.03
GROUND'S SALARIES AND EXPENSES	121,808.38	102,635.12
GROUND'S CAPITAL OUTLAY	21,269.63	32,864.02
NORRIS FARM	6,289.00	32,407.30
TOTAL PUBLIC WORKS	<u>\$2,369,093.35</u>	<u>\$2,312,672.69</u>
<u>GLOVER MEMORIAL HOSPITAL</u>		
SALARIES	\$2,934.319.44	\$2,665,682.02
EXPENSES AND OUT OF STATE TRAVEL	1,318,916.64	1,101,632.19
CAPITAL OUTLAY	136,687.61	109,223.21
X-RAY	76,466.01	96,000.00
GLOVER MEMORIAL HOSPITAL, S. T. M., ART. 3/74	12,886.25	37,213.38
TOTAL HOSPITAL EXPENDITURES	<u>\$4,479,275.95</u>	<u>\$4,009,750.80</u>

F. Y. 1976

F. Y. 1975

SCHOOL

SALARIES	\$8,777,471.57	\$8,315,825.00
ADMINISTRATION EXPENSES	21,052.85	21,384.83
INSTRUCTION	389,146.97	429,217.92
OTHER SCHOOL SERVICES	54,617.09	62,409.93
SALARIES--CHAPTER 766, SPECIAL EDUCATION	291,644.00	000.00
SCHOOL OUTSIDE DETAIL	760.00	1,294.69
SCHOOL CAFETERIA SALARIES AND EXPENSES	517,358.15	472,187.95
PUPIL TRANSPORTATION	200,231.43	170,455.90
SCHOOL ATHLETIC ASSOCIATION EXPENSES	8,026.51	15,365.49
METCO--CHAPTER 506	133,051.75	103,898.90
OPERATION OF PLANT	674,406.34	607,277.09
COMMUNITY SERVICES	44,940.62	44,960.69
ACQUISITION OF FIXED ASSETS	36,949.25	88,765.71
PROGRAMS WITH OTHER SYSTEMS	96,044.04	31,200.00
TRAVEL OUT OF STATE	4,000.00	5,262.09
SUMMER SCHOOL SALARIES	20,663.76	19,967.43
STEPHEN PALMER MAINTENANCE	11,698.23	000.00
ADULT EVENING EDUCATION, SALARIES AND EXPENSES	22,552.60	20,822.71
TITLE II, E. S. E. A. 1973/75 GRANT	12,796.12	881.63
TITLE I, SPECIAL PROJECT REALIZATION	24,847.00	22,250.00
CAPITAL OUTLAY	73,961.27	103,628.96
SURVIVAL MATH PROJECT	5,342.23	000.00
PROJECT SELF-HELP	15,976.47	000.00
CHAPTER 766, SPECIAL EDUCATION GRANT	46,500.39	54,573.72
TITLE II, MEDIA CENTER	305.57	4,885.11
TITLE II, E. S. E. A. LIBRARY	576.00	14,384.64
SCHOOL MEDIA STUDY COMMITTEE	30,000.00	000.00
SCHOOL MEDIA CENTER, ART. 47/74	498.00	3,200.00
TITLE II, SPECIAL PURPOSE GRANT JR., HIGH	3,395.06	000.00
PUBLIC LAW 864, TITLE III	596.45	000.00
PALMER STUDY COMMITTEE, ARTICLE 5/75	765.80	000.00
MAGNET EDUCATION -- PROGRAM II	1,111.00	5,339.04
MAGNET EDUCATION -- PROGRAM III	1,779.45	5,523.11
MAGNET DISCOVERY	10,606.88	000.00
MAGNET EDUCATION -- PROGRAM I	3,989.70	20,010.30
PUBLIC LAW 91-512--Health, Education and Welfare	523.03	8,883.53
PUBLIC LAW 91-230	000.00	3,000.00
VOCATIONAL SCHOOL DISTRICT, ARTICLE 49/74	848.66	000.00
NEWMAN JUNIOR HIGH, OUTSIDE EDUCATION STUDY	760.84	704.13
NEEDHAM HIGH REFERENCE ROOM 502	1,921.93	1,197.04
PUBLIC LAW 90576-73	386.17	4,908.36
PUBLIC LAW 874, TITLE I	1,804.14	75,186.47
TOTAL SCHOOL EXPENDITURES	\$11,543,907.32	\$10,738,852.37

LIBRARY

SALARIES	\$243,200.85	\$225,324.49
BINDINGS	1,150.82	1,499.51
BOOKS AND PERIODICALS	61,779.48	61,440.17
BUILDING MAINTENANCE	25,111.64	28,843.06
SUPPLIES AND EXPENSES	17,222.85	16,217.45
LIBRARY BRANCH RENT	3,000.00	2,700.00
TRAVEL OUT OF STATE	457.00	630.41
JOHN B. TOLMAN FUND	1,823.90	2,490.90
W. H. WYE FUND	460.41	000.00
CAPITAL OUTLAY	000.00	1,023.40
	\$354,206.95	\$340,169.39

	<u>F. Y. 1976</u>	<u>F. Y. 1975</u>
<u>PARK & RECREATION</u>		
SALARIES	\$133,940.86	\$122,506.62
EXPENSES	47,694.31	44,017.61
ROSEMARY LAKE BATHHOUSE, ARTICLE 50/74	000.00	3,781.21
CAPITAL OUTLAY	4,500.00	9,604.96
ENGINEERING SERVICES	1,000.00	1,499.75
ROSEMARY BATHHOUSE, S. T. M. ARTICLE 5/74	000.00	184,474.77
ROSEMARY PARKING	1,652.80	8,342.80
MEMORIAL PARK	651.56	468.97
TOTAL PARK & RECREATION EXPENSES	<u>\$189,439.53</u>	<u>\$374,696.69</u>
<u>ANNUITIES AND PENSIONS</u>		
HADDOCK AND MCLEOD ANNUITIES	\$ 3,600.00	\$ 3,600.00
NON-CONTRIBUTORY ANNUITIES--CHAPTER 32	130,553.84	133,583.20
CONTRIBUTORY RETIREMENT APPROPRIATION	645,969.00	610,971.00
RETIREMENT BOARD EXPENSES	4,750.00	3,000.00
TOTAL ANNUITIES AND PENSIONS	<u>\$784,872.84</u>	<u>\$751,154.20</u>
<u>INSURANCE AND BLUE CROSS</u>		
TOWN SCHEDULE INSURANCE	\$ 75,746.50	\$ 75,626.08
BLUE CROSS AND LIFE INSURANCE PREMIUMS BASIC, OPT.	426,006.03	334,850.29
SELF INSURANCE LOSS FUND--WORKMENS' COMPENSATION	81,572.16	79,118.18
SELF INSURANCE PROPERTY DAMAGE ACCOUNT	<u>2,663.31</u>	<u>15,541.95</u>
TOTAL INSURANCE AND BLUE CROSS	<u>\$585,988.00</u>	<u>\$505,136.50</u>
<u>MUNICIPAL INDEBTEDNESS</u>		
FUNDED DEBT PRINCIPAL	\$ 910,000.00	\$ 935,000.00
FUNDED DEBT INTEREST	149,914.00	185,635.00
FISCAL CYCLE LOAN PRINCIPAL	310,000.00	320,000.00
FISCAL CYCLE LOAN INTEREST	33,790.00	51,230.00
TEMPORARY LOAN INTEREST	000.00	77.04
TOTAL MUNICIPAL INDEBTEDNESS	<u>\$1,403,704.00</u>	<u>\$1,491,942.04</u>
<u>SPECIAL TOWN MEETING ARTICLES/MISCELLANEOUS</u>		
MEMORIAL DAY EXPENSES AND CARE OF SOLDIERS'		
GRAVES	\$ 2,688.43	\$ 800.00
TOWN REPORT	4,110.76	4,804.57
BICENTENNIAL COMMITTEE, ARTICLE 3/74	8,849.49	32,759.40
PURCHASE OF LAND (BRADLEY, AND HUEY)	15,267.30	1,000.00
LOW INCOME HOUSING	142.45	000.00
SELECTMENS' UNCLASSIFIED MICROFILM	2,949.26	000.00
RELOCATE FIRE ALARM, ARTICLE 55/75	000.00	6,642.00
SCHOOL COMMITTEE CONSULTANTS AND GOVERNMENTAL		
REVIEW COMMITTEE	000.00	1,844.30
	<u>\$ 34,007.69</u>	<u>\$ 47,850.27</u>
<u>AGENCY ACCOUNTS</u>		
BLUE CROSS-BLUE SHIELD PAYMENTS FROM EMPLOYEES	\$ 340,410.88	\$ 323,638.43
GROUP LIFE INSURANCE PAYMENTS FROM EMPLOYEES	30,054.24	29,520.85
FEDERAL WITHHOLDING TAXES FROM EMPLOYEES	2,431,740.06	2,447,344.50
STATE WITHHOLDING TAXES FROM EMPLOYEES	723,272.41	743,136.05
TEACHERS RETIREMENT DEDUCTIONS	367,109.38	351,276.08
EMPLOYEES' UNION DUES	47,645.50	45,611.20
EMPLOYEES' CREDIT UNION	359,084.22	243,408.12
EMPLOYEES' ANNUITIES	141,679.54	122,640.39
DOG LICENSES DUE COUNTY	6,135.30	10,132.85
MEALS TAX	39.27	000.00
ADVANCE BLUE CROSS MEDICARE	000.00	10,109.00
TOTAL AGENCY ACCOUNTS	<u>\$4,447,170.80</u>	<u>\$4,326,817.47</u>

	<u>F. Y. 1976</u>	<u>F. Y. 1975</u>
<u>COUNTY AND STATE ASSESSMENTS</u>		
STATE TAX AND ASSESSMENTS	\$ 76,915.71	3,275.60
AUDIT OF RETIREMENT SYSTEM	483.60	396.90
METROPOLITAN DISTRICT--PARKS	439,739.29	403,969.29
METROPOLITAN DISTRICT--SEWERS	239,731.81	207,294.73
METROPOLITAN DISTRICT--WATER	86,892.72	67,289.60
MASSACHUSETTS BAY TRANSPORTATION AUTHORITY	371,829.59	308,567.66
MOTOR VEHICLE EXCISE BILLS	2,947.20	4,233.90
GOVERNMENT RETIREES GROUP INSURANCE	3,378.65	4,031.49
METROPOLITAN AREA POLLUTION CONTROL	2,403.71	2,046.76
METROPOLITAN AREA PLANNING COUNCIL	4,462.20	3,212.78
NORFOLK COUNTY MOSQUITO CONTROL	12,692.00	12,436.60
NORFOLK COUNTY TAX	476,189.94	1,122,721.10
NORFOLK COUNTY HOSPITAL	67,237.44	46,431.99
TOTAL COUNTY AND STATE ASSESSMENTS	<u>\$1,784,903.86</u>	<u>\$2,185,908.40</u>
<u>REFUNDS</u>	<u>\$ 151,072.16</u>	<u>\$ 135,430.38</u>
<u>TRUST FUND PAYMENTS</u>	<u>\$ 93,475.65</u>	<u>\$ 55,756.26</u>
<u>INVESTED FUNDS BY TREASURER</u>		
CERTIFICATES OF DEPOSIT--SAVINGS ACCOUNTS	\$50,548,134.29	\$27,161,950.03
CERTIFICATES OF DEPOSIT--REVENUE SHARING	1,922,818.28	492,689.49
TOTAL INVESTED FUNDS	<u>\$52,470,952.57</u>	<u>\$27,654,639.52</u>
<u>TOTAL DISBURSEMENTS</u>	<u>\$84,205,237.76</u>	<u>\$58,261,653.66</u>
GENERAL CASH ON HAND JUNE 30, 1976	\$ 2,920,347.39	\$ 947,803.73
FEDERAL REVENUE SHARING CASH--ON HAND JUNE 30, 1976	\$ 408,005.47	\$ 405,531.49
TOTAL DISBURSEMENTS AND CASH ON HAND	<u>\$87,533,590.62</u>	<u>\$59,614,988.88</u>

DEFERRED REVENUE SCHEDULE - JUNE 30, 1976

<u>Due</u>	<u>Sewer</u>	<u>Sewer House Connection</u>	<u>Sidewalk</u>	<u>Street</u>
1976	13,374.86	16,724.74	11.16	7,613.81
1977	10,058.62	14,387.21	11.16	7,037.83
1978	9,382.44	13,174.86	11.16	6,852.09
1979	7,564.82	11,694.68		6,339.34
1980	5,614.76	9,581.47		6,064.90
1981	3,201.72	8,329.34		6,064.90
1982	3,005.69	5,767.06		5,629.71
1983	1,821.94	3,646.56		2,649.61
1984	1,592.40	1,341.59		
TOTAL	<u>55,617.25</u>	<u>84,647.51</u>	<u>33.48</u>	<u>48,252.19</u>

BALANCE SHEET

TOWN OF NEEDHAM

JUNE 30, 1976

ASSETS

701 General Cash

702 Investments--Savings Account--Town Funds

703 Certificates of Deposits--Town Funds

950 Revenue Sharing Cash

951 Certificates of Deposits--Revenue Sharing

705 Petty Cash Advances:

Health Department

Inspection Department

Library

Park & Recreation

Public Works

Glover Memorial Hospital

School Athletic Association

School Cafeteria

School, Newman Jr., High

School, Pollard Jr., High

School, Sanier High

School, Superintendent's Office

School, Supt.'s office--Library Science

School, Supt.'s office--Audio Visual

Tax Collector

Town Clerk

Town Hall & Grounds

Treasurer

Veterans Services

Total Petty Cash Accounts

\$ 10.00

35.00

20.00

75.00

50.00

300.00

350.00

72.00

40.00

50.00

50.00

100.00

100.00

75.00

250.00

35.00

35.00

50.00

200.00

Accounts Receivable:

Taxes:

754 Levy of 1970, Real Estate

758 Levy of 1971, Personal Property

759 Levy of 1972, Personal Property

706 Levy of 1972, Real Estate

707 Levy of 1973, Real Estate

711 Levy of 1974, Personal Property

708 Levy of 1974, Real Estate

712 Levy of 1975, Personal Property

709 Levy of 1975, Real Estate

940 Levy of 1976, Real Estate

941 Total Personal Property & Real Estate

15,256.61

15,256.61

183,901.29

Motor Vehicle Excise Levies:

714 Levy of 1970

715 Levy of 1971

716 Levy of 1972

717 Levy of 1973

718 Levy of 1974

719 Levy of 1975

710 Levy of 1976

Total of Motor Vehicle Excise Levies:

\$2,920,347.39

288,276.70

2,231,241.67

174.79

407,830.68

2,567.58

13,694.71

29,684.10

39,273.88

50,951.16

105,076.69

420,643.97

\$ 661,892.09

Special Assessments:

722 Sidewalk

Sewer

732 Unapportioned

735 Added to Taxes:

736 Levy of 1973-74

761 Levy of 1975

761 Levy of 1976

123.30

35,824.03

16.58

482.02

568.84

36,891.47

Sewer Committed Interest

742 Levy of 1973-74

743 Levy of 1975

734 Levy of 1976

12.29

16.01

43.09

71.39

Sewer House Connections

737 Unapportioned

735 Added to Taxes:

736 Levy of 1973-74

736 Levy of 1975

760 Levy of 1976

82,534.19

81.09

325.76

376.16

83,317.20

Street

727 Unapportioned

725 Added to Taxes:

726 Levy of Prior Years

726 Levy of 1975

724 Levy of 1976

30,003.47

20.87

1,013.22

812.78

31,850.34

Committed Interest

739 Added to Taxes:

740 Levy of 1972

740 Levy of 1973-74

741 Levy of 1975

729 Levy of 1976

1.67

6.23

56.91

308.99

Total Special Assessments

373.80

\$152,627.50

BALANCE SHEET

TOWN OF NEEDHAM

JUNE 30, 1976

LIABILITIES

Employees Payroll Deductions:

881 Elderly Government Retirees	962.16
885 Massachusetts With-Holding Tax	1,014.84
886 Firemen's Union Dues	355.60
887 School Annuities	18,987.17
888 Hospital Annuities	4,202.75
891 School Custodian Dues	290.00
892 Meals Tax	1,560.97
896 Police Annuities	20.00
897 Firefighters Annuities	74.50
898 Public Works Annuities	944.00

28,411.99

Agency:

910 Dog Licenses Due County

2,954.80

Receipts Reserved for Appropriation:

819 Federal Revenue Sharing--Public Law 92-512	408,005.47
822 Dog Licenses from County	4,267.28
823 Parking Meters on Street	60,678.22
824 Parking Meters off Street	11,546.65
825 Parking Meters Walkways	37,617.77
826 Parking Meters Chestnut Street	903.35
867 Sewer Construction Reserve	41,093.03
899 Blue Cross--Blue Shield Town Share Div.	39,308.00
831 Blue Cross--Blue Shield Employees' Div.	39,274.50
831 Ridge Hill Reservation Escrow Account	136,217.50

Total Receipts Reserved for Appropriation

778,911.82

Revenue Reserved Until Collected:

791 Committed Interest Revenue	373.80
792 Motor Excise Revenue	661,892.09
794 Departmental Revenue	663,417.76
795 Sewer Assessment Revenue	36,891.47
796 Sewer Committed Interest Revenue	31.39
797 Sewer House Connections Revenue	83,317.20
798 Sidewalk Assessment Revenue	33,123.30
799 Street Assessment Revenue	31,850.34
810 Water Revenue	148,866.43
812 State and County Aid to Highway Revenue	63,710.70
814	
815 Tax Titles and Possessions Revenue	5,038.85
816 Taxes in Litigation Revenue	25,121.01

Total Revenue Reserved Until Collected

1,722,674.34

Accounts Receivable:

Departmental:

752 Glover Memorial Hospital	\$586,402.54
753 Police A/R	15,421.80
755 Public Works	534.00
756 School	8,467.45
757 Veterans Aid & Pensions	52,590.97
Total Departmental Accounts Receivable	\$663,416.76

Taxes in Litigation:

747 Tax Titles	786.32
748 Tax Possessions	4,252.53
749 Taxes in Litigation	25,121.01

Water:

744 Leins Added to Taxes:	
744 Levy of 1972	17.72
745 Levy of 1973-74	2.92
746 Levy of 1973	1,176.06
747 Levy of 1976	4,127.21
780 Water Rates	140,425.85
785 Water New Services	1,999.79
787 Water Hydrants	1,116.82

Total Water Accounts Receivable

148,866.43

Highway Construction:

769 Chapter 90--Contract State #28364	3,400.00
770 Chapter 90--Contract County #28264	6,800.00
773 Chapter 90--Contract State #28267	50,368.00
774 Chapter 90--Contract State #27600	4,647.51
775 Chapter 90--Contract County #27600	495.19

65,710.70

811 Due From State Dept. of Natural Resources	2,000.26
821 Revenue 1977	25,024,596.95
876 Vacations Paid in Advance	23,254.56
880 Blue-Cross, Blue Shield--Employee Ded.	5,656.60
884 Federal With = Holding Tax	1,514.67
889 Teachers Retirement	275.36
890 Teachers Credit Union	11.00
895 Teachers Dues	5.80
899 Suburban Credit Union	45.00
675 Norfolk County Hospital (Understate)	12,904.16

25,070,264.36

Total Assets:

\$12,846,665.02

857	State House Notes	79,210.74		512	Magnet Education Program II	7.96
828	Unclaimed Checks	1,707.53		513	Magnet Education Program III	.44
901	Advance Payment: Blue Cross Medicare--Mass Hospital Services, Inc.			514	Magnet Discovery	309.12
870	1970 Overlay Reserve	932.46		517	Magnet Education, Program I	80.00
877	1976 Overlay Reserve	37,940.11		518	Public Law, Title II, E. S. E. A.	3.47
	Total Overlay Reserve	<u>37,940.11</u>		520	Future School Needs Study Committee	236.01
865	Reserve for Petty Cash Advances	1,897.00		521	Hillside School Addition STM 1/68	695.13
	Unexpended Appropriation Balances			522	Mitchell School Addition STM 2/68	1,000.00
054	Civil Defense Capital Outlay	614.79		523	Pollard Jr., High School, STM 1/69	304.85
135	Planning Board Technical Assistance	1,919.00		524	School Media Center, Art. 4/71/74	1,302.00
136	M. B. T. A. Planning Committee	10,059.29		525	Vocational School District, Art. 49/74	651.34
240	Fire Dept. Replacement Engine #7	54,520.50		526	Carter School Addition, STM 1/70	2,740.59
262	Police Outside Detail	208.00		527	Newman Jr., Outdoor Study	1,107.24
264	Police Equipment Acquisition	500.00		528	Needham High Ref. Rooms #502	4,899.88
265	Police Crime Check Committee	379.78		529	Needham High Ref. Rooms #502	143,592.28
347	Chapter 67, Acts of 1965 Art. 20, 68	52,024.89		530	Title I, Public Law 874	2,301.37
348	Chapter 90 Construction, Art 19/72	13,600.00		539	J. B. Tolman, Library, Income	46.61
350	Lincoln Street Parking Lot, Art 35/75	1,037.23		540	W. H. Wye, Library, Income	453.79
352	Chapter 76, Acts 57/2, Section 4, Art 35/73	173,834.00		553	Rosemary Lake, Article 50.74	3,125.23
353	Chapter 825, Acts 74, Section 4, Art 36.75	11,730.46		554	Rosemary Lake Bathhouse, STM 5/74	200.00
354	Chapter 90 Construction, Art 19/72	12,504.71		577	Committee on Transportation Art. 62/61	2,263.72
356	Chapter 90 Construction, Art 19/73	64,118.00		581	Committee on Low Income Housing Art. 63/72	200.00
359	Chapter 1140, Acts '73, Art. 35/74	5,182.73		586	Committee Solid Waste Disposal, Art. 50/71	200.00
362	Storm Drains Construction	3,387.96		587	Study Protection Persons & Property Art. 59/74	1,500.00
368	Replace West Pumping Station Art 30/75	11,000.00		596	Rosemary Lake, STM Art. 1/71	394.57
369	Sewer Construction, Art 28/75	17,066.78		602	Committee School Consultants, STM. 1/71	1,777.47
378	Standby Power Reservoir, Art. 29/74	3,050.15		604	Data Processing Consultants, Art. 11/72	3,000.00
379	Replace Pumps, Art. 30/73	1,414.22		606	Committee Future School Needs, Art. 52/71	2,879.88
388	Birds Hill Standpipe, Art. 29/72	2,899.60		607	Bi-Centennial Committee, Art. 3/74	1,446.11
389	Charles River Station, Art 33/73	3,374.81		610	Selectmens' Unclassified Microfilm	50.74
390	Charles River Well	13,414.07		614	Insurance Town Schedule	34,253.50
412	Grounds Capital Outlay	11,566.35		619	Self Insurance Loss Fund	12,218.75
413	Norris Farm Phase III, Art 46.74	2,603.05		620	Self Insurance Property Damage Account	7,594.00
454	Glover Memorial Hospital Capital Outlay	92,541.26		625	Selectmens' Advertising	75.00
456	Glover Memorial Hospital Art, STM 3/74	11,900.37		640	State Tax and Assessment (Overestimate)	4,072.68
471	School Cafeteria Salaries	26,580.15		674	Norfolk County Tax (Overestimate)	285,750.92
482	School Athletic Association	3,246.13			Total Unexpended Balances Carried Fwd.	
483	Marco Chapter 506, School	13,005.95		860	Surplus Revenue	
485	Operation of Plant School	6,787.56		875	Reserve Fund Overlay Surplus	1,341,876.20
497	School, Title II, E. S. E. A. 75 Grant	6,231.82		952	Appropriation Control 1976	297,805.80
500	School Capital Outlay	58,070.20			Total Liabilities and Reserves	27,246,619.49
501	Survival Math Project	149.07				\$32,826,665.02
502	Project Self Help	893.53				
504	School, Title II, Media Center	4.30				
506	School, Title II, Special Purpose Grant	104.94				
	Junior High	38.67				
505	School, Junior New Century Club	982.75				
509	Title III, School Public Law 864	2,234.20				
511	School--Stephen Palmer Study Comm.					
	STM Art. 5/75					

DEBT STATEMENT

Amounts Due from Principal and Interest Debt Statement July 1, 1975 to June 30, 1976

LOAN	Principal Outstanding 6/30/75	Principal Paid 1975-1976	Principal Outstanding 6/30/76	Interest DUE 1975-76 to 6/30/76
Sewer Construction 1949-1979	25,000.00	5,000.00	20,000.00	393.75
*John Elliot School 1955-1974	0	0	None	0
*William Mitchell School Add. 1958-1978	60,000.00	15,000.00	45,000.00	1,417.50
*Hillside School Addition 1959-1979	175,000.00	35,000.00	140,000.00	5,355.00
Library Addition 1959-1979	100,000.00	20,000.00	80,000.00	3,060.00
*Newman Jr. High School 1960-1979	600,000.00	120,000.00	480,000.00	17,550.00
*Senior High School Add. 1965-1980	960,000.00	160,000.00	800,000.00	28,160.00
*Senior High School and Glover Memorial Hospital 1965-1975	60,000.00	60,000.00	0	960.00
Glover Memorial Hospital 1965-1980	360,000.00	60,000.00	300,000.00	10,560.00
*William F. Pollard Jr. High 1969-1979	800,000.00	160,000.00	640,000.00	44,640.00
*William Carter School 1971-1981	420,000.00	70,000.00	350,000.00	16,380.00
*Birds Hill Water Storage Tank 1972-1980	220,000.00	40,000.00	180,000.00	8,400.00
Ridge Hill Reservation 1974-1979	275,000.00	75,000.00	200,000.00	11,687.50
Fiscal Cycle Loan 1974-1977	620,000.00	310,000.00	310,000.00	33,790.00
*William F. Pollard Jr. High 1956-1975	90,000.00	90,000.00	0	1,350.00
TOTAL	4,765,000.00	1,224,000.00	3,545,000.00	183,703.75

INVESTMENT FUNDS AND TRUST FUNDS

Balances Ending June 30, 1976

Martha Ann Barr Library Fund	547.61
Walter Burke Scholarship Fund	1,046.24
Horace A. Carter Hospital Fund	2,731.70
Council for Aged Permanent Donation Fund	273.52
Dwight School Fund	6,700.28
Heilen DeM Dunn Hospital Fund	122,021.53
Heilen DeM Dunn Library Fund	2,196.07
T. Otis Fuller Hospital Fund	12,656.81
Myra Greenwood Library Fund	14,093.79
Adeline E. Harris Hospital Fund	346.85
Mary Virginia E. Hill Fund	862.45
Glover Memorial Hospital Permanent Donation Fund	92,710.99
Langdon R. Hooper Hospital Library Fund	307.93
Lyon Hospital Fund	10,457.17
Mary J. Millet Hospital Fund	14,035.46
Dr. William Mitchell Hospital Fund	1,458.98
Mary E. Moseley Scholarship Fund	7,944.65
William G. Moseley Scholarship Fund	5,128.08
Needham Cemetery Fund	1,415.54
Needham Military Fund	1,626.49
Needham Public Library Permanent Donation Fund	146.06
Park & Rec. Permanent Donation Fund	613.50
Agnes H. Ryan Hospital Fund	56,850.13
Dr. J. Waller Schirmer Fund	16,371.10
Gertrude Sidell Trust Fund	1,046.80
Thomas Sutton Hospital Fund	3,498.23
John B. Tolman Library Fund	71,785.64
John B. Walker Hospital Fund	7,693.29
Laura Willgoose Trust Fund	81,426.47
John C. Wood Library Fund	2,074.69
Samuel H. Wragg Hospital Fund	10,879.43
William H. Wye Library Fund	1,123.76

Total Trust Fund Cash and Securities	552,071.24
Conservation Commission Investment Fund	36,608.13
Total Investment and Trust Funds	588,679.37

JURY LIST

arsonson, Beth, 82 Reservoir St.
 eckerman, Roger K., 368 High Rock St.
 eams, Ann, 106 Gay St.
 ealexander, Paul F., 14 Burnside Rd.
 eato, Mary C., 52 Charles River St.
 eadwells, Ellen, 28 Birch St.
 eadwells, Jean S., 77 Mayo Ave.
 eeren, Francis, 2 Rolling Lane
 eesheim, Juliette K., 91 Blake S.
 eekins, Donald B., 28 Appleton Rd.
 eain, C. Beatrice, 28 Hemlock St.
 ealmer, Frances R., 47 Dartmouth Ave.
 eanner, Stanley E., 50 Woodbine Cir.
 earrack, Barton B., 47 Gary Rd.
 earton, James M. III, 28 John St.
 eassett, Walter H., 13 Hunnewell Terr.
 eates, Giovannita, 62 Gilbert Rd.
 euer, Ruth E., 160 Tower Ave.
 eazer, Evelyn S., 156 Woodbine Cir.
 eenedict, James, 72 Sargent St.
 earger, Jerome Q., 91 Noanett Rd.
 earger, Marie G., 42 Perrault Rd.
 eartucci, Richard E., 89 Deerfield Rd.
 earkett, Margaret R., 62 Kimball S.
 eackall, Justine A., 55 Chestnut St.
 ealivar, Wayne W., 55 Wiltshire Pk.
 earelli, Mary T., 32 Damon Rd.
 easchen, Ethel F., 3 Brentwood Cir.
 eoyce, Lester C., 307 Great Plain Ave.
 ebeau, Edward P., 864 Webster St.
 eehm, Barbara A., 34 Woodledge Rd.
 eerooks, Robert, 60 Oak Knoll Terr.
 erown, Mavis J., 412 Hillcrest Rd.
 erown, Dorothy P., 665 Great Plain Ave.
 erown, Earline M., 40 Richdale Rd.
 eryden, Janina, 131 Broad Meadow Rd.
 earden, Paul Jr., 16 Evans Rd.
 eycoff, Joan, 79 Mackintosh Ave.
 eobart, Philip D., 1636 Great Plain Ave.
 eolitri, Peter A., 312 Rosemary St.
 eomphell, Suzanne R., 147 Pickering St.
 eorley, Lois M., 239 Dedham Ave.
 eoro, Catherine L., 35 Avalon Rd.
 eorr, Arthur T., 141 Country Way
 eoravanaugh, Thomas Jr., 154 Elmwood Rd.
 eulo, Lena M., 152 Central Ave.
 eulo, Joseph M., 16 Cimino Rd.
 eaffey, Paula J., 25 Richardson Dr.
 eambers, Ralph E., 112 Birds Hill Ave.
 eapin, Andrew, 209 West St.
 ease, Robert E., 50 Fuller Rd.
 eastrimas, Doris G., 14 Roscoe St.
 eark, Stephen P., 50 Laurel Dr.
 eark, Walter J., 81 Beaufort Ave.
 eahan, Mort S., 9 Savoy Rd.
 ehen, Harvey M., 50 Hancock Rd.
 eble, Richard A., 75 Eaton Rd.
 eompagnone, Angelina, 166 Meetinghouse
 eoncannon, Catherine D., 37 Gage St.
 eondon, Margaret R., 160 Great Plain
 eondon, Charles T., 45 Curve St.
 eonnaughton, Marianne, 1012 South St.
 eonnelly, James J. Jr., 31 Hamlin Lane
 eonnelly, Paul E., 39 Abbott St.
 eonry, Joseph A., 746 Highland Ave.
 eonti, Angela, 302 Warren St.
 eote, Bruce S., 55 Colby St.
 eoveney, Michael P., 119 Fox Hill Rd.
 eowford, Robert E., 46 Pond S.
 eose, Robert K., 120 Charles River St.
 eunane, Joseph T. Jr., 30 Kenney St.
 euniff, Joseph J., 119 Meadowbrook Rd.
 euningham, Isabelle, 76 Greendale Ave.
 eurban, Francis J., 20 Pinewood Rd.
 eurrie, John A., 600 High Rock St.
 eurtin, Robert V., 82 Curve St.
 euter, Marylou, 221 Elmwood Rd.
 euly, William M., 7 Maple Terr.
 eawer, Marion, 20 Shady Lane
 eavis, Patricia A., 667 Webster S.
 eaulio, Mary, 27 Hamilton Place
 eamer, Ronald, 69 Valley Rd.
 eamers, Roberta J., 56 Stockdale Rd.
 eemiglio, Francis J., 22 Gilbert Rd.
 eorenzo, Evelyn T., 14 Dartmouth Ave.
 eietz, Walter, 44 Mellen St.
 eilianian, Myron E., 37 Stonehurst Rd.
 eillon, Nancy L., 567 Webster St.
 eimartino, Joseph A., 50 Tudor Rd.
 eirago, Joseph A., 176 Hunting Rd.
 eievocchio, Joseph A., 18 Overlook Rd.

Dobrowolski, Winifred, 153 Pine Grove
 Dolitka, John J., 231 West St.
 Donahue, Catherine, 66 Douglas Rd.
 Donahue, Helen, 226 Great Plain Ave.
 Doolin, Robert K., 18 Emerson Rd.
 Dorr, Barbara D., 20 Garden St.
 Downs, Barbara J., 51 Virginia Rd.
 Dunn, Mary, 40 Berkshire Rd.
 Duross, Charles J., 46 Birds Hill Ave.
 Dwyer, William, 610 South St.
 Egan, Daniel, 75 Coolidge Ave.
 Egerheil, Ralph K., 35 Greenwood Ave.
 Eicher, David L., 72 High Rock St.
 Elberg, Gerald S., 40 Bonwood Rd.
 Emery, Dorothea, 83 Bird St.
 Epi, Melba, 3 Gould St.
 Everett, Donald P., 160 Paul Revere Rd.
 Fanger, Phyllis S., 755 Greendale Ave.
 Fantegrossi, Vincent V., 4 Webster St.
 Fassett, Martha E., 99 Neholden St.
 Fay, Mary A., 280 Neholden St.
 Ferrellec, Matthew, 227 Hillcrest Rd.
 Fish, Charles A., 42 Hillcrest Rd.
 Fisk, Cynthia, 62 Bradford St.
 Flashner, Carol Ann, 62 Lee Rd.
 Fleming, James J., 68 Old Farm Rd.
 Flinchbaugh, Margery, 95 Wachusett Rd.
 Flynn, Edmund J., 60 Park Ave.
 Foster, Frances M., 12 Cranberry Lane
 Fox, Myron E., 43 Marked Tree Rd.
 Fraklin, Benjamin, 165 Dawson Dr.
 Fryer, R. Alan, 146 Warren St.
 Furtaw, Alson E., 115 Beaufort Ave.
 Gallant, Margaret M., 58 Marshall St.
 Gallelo, Theresa M., 23 Howland St.
 Galvin, Robert J., 22 Donna Rd.
 Gardner, Richard K., 49 Coolidge Ave.
 Gaudet, James A., 87 Harris Ave.
 Geden, Helen M., 39 Lawton Rd.
 George, Kenneth T., 121 Walker Lane
 Geraci, Frank A., 167 Parker Rd.
 Geyer, Anne J., 74 Pilgrim Rd.
 Giguere, Maurice, 17 Standish Rd.
 Gligan, James Jr., 35 Rolling Lane
 Glaeser, Gary, 64 Bath St.
 Gledhill, J. Norman III, 11 Willow St.
 Glorioso, Anthony Jr., 361 Greendale
 Glynn, George W., 43 Lake Dr.
 Goldberg, Laurence, 54 Yale Rd.
 Goldman, Richard B., 179 Damon Rd.
 Goodall, Russell P., 97 Highgate St.
 Gordon, Leonard J., 89 Ardmore Rd.
 Gorman, John R., 25 Edgewater Dr.
 Gosh, Marilyn L., 115 Lincoln St.
 Gould, Donna R., 65 Elder Rd.
 Graceffa, Angelo, 22 Edward Rd.
 Graveline, Paul A., 502 Central Ave.
 Griffin, Barbara T., 139 Grant St.
 Gruverman, Marjorie B., 16 Tanglewood
 Gustowski, Cheryl A., 129 Melrose Ave.
 Haire, Donald A., 55 Highgate St.
 Halfrey, John C., 53 Hunnewell St.
 Hall, Robert S., 80 Sylvan Rd.
 Halpern, Jaclyn S., 22 Richard Rd.
 Hancock, Paul, 38 Valley Rd.
 Hannon, Juliette M., 13 Union St.
 Hannon, Mary K., 530 Chestnut St.
 Hanson, Edward R., 69 Prince St.
 Hanson, Edmund A., 53 Stratford Rd.
 Harding, Miriam C., 33 Park Ave.
 Harding, Douglas B., 122 Washington Ave.
 Harklow, Arnold N., 45 Broad Meadow Rd.
 Harper, Mary H., 62 Newell Ave.
 Harrington, Doris B., 69 Whiting Way
 Harrington, Alan, 18 Lois Lane
 Harrison, Theodore D., 33 Bond St.
 Hartford, Nancy D., 212 Washington Ave.
 Hasenfus, George Jr., 77 Wellfleet Ave.
 Hasenfus, George H. III, 41 Walnut St.
 Haskell, George F., 5 Lake Dr.
 Haxeldine, Pamela, 76 Riverside St.
 Heald, Myrna P., 65 Blacksmith Dr.
 Hearn, Colette, 25 Fair Oaks Pk.
 Hemmesker, Rika V., 60 Maple St.
 Heneghan, Michael, 30 Aletha Rd.
 Hickey, James A., 147 Plymouth Rd.
 Hicks, Helen K., 41 Colonial Rd.
 Hill, Ruth A., 370 Central Ave.
 Hlavaty, Lad F., 17 Shirley Rd.
 Hoffman, Ilene M., 117 Chestnut St.
 Hogan, Dorothea A., 810 Great Plain Ave.
 Hohengasser, David B., 334 Brookline St.

Hokinson, Peter F., 226 May St.
 Holland, Gordon, 122 Grosvenor Rd.
 Hooker, Andrew D., 93 South St.
 Horton, Francesca E., 1136 Central Ave.
 Howard, Elizabeth A., 136 Lindbergh Ave.
 Howard, Paul K., 30 Brookline St.
 Hughes, Elaine E., 120 Laurel Dr.
 Hurd, Richard A., 372 Webster St.
 Hurley, James H., 14 Highview St.
 Hursh, Laura, 3 Newbury Pk.
 Husbands, Monroe, 224 Greendale Ave.
 Jackson, Peter C., 57 Gayland Rd.
 Jackson, William J., 14 Dale St.
 Janek, Bolek, 11 Longfellow Rd.
 Johnson, Robert L., 37 May St.
 Jose, Katherine M., 13 Gayland Rd.
 Kalin, John P., 15 Hoover Rd.
 Kalinowski, John E., 92 Highland Ave.
 Kalman, Shirley, 1212 Greendale Ave.
 Kane, Patricia M., 21 Edgewood Ave.
 Karalewicz, Helen, 99 Highland Ave.
 Karlin, Morris M., 115 Bird St.
 Katzfif, Lois A., 147 Prince St.
 Keefe, Leo G., 21 Hillcrest Rd.
 Keith, Claude O., 51 Norfolk St.
 Kelley, Leon E., 14 Mayo Ave.
 Kelley, Mary E., 104 Plymouth Rd.
 Kelligrew, Peter, 52 Gatewood Dr.
 Kennedy, Thomas A. Jr., 73 Mann Ave.
 Kent, Elsie E., 78 Mayflower Rd.
 Kent, George F., 184 Richdale Rd.
 Keough, Doris C., 149 Richardson Dr.
 Kimura, Atsuko J., 37 Hazelton Ave.
 Klein, Mimi, 210 Oak Hill Rd.
 Kline, Oliver R., 1500 Great Plain Ave.
 Kostowski, Henry, 156 Manning St.
 Labitt, Bernard H., 40 Daley St.
 Lafean, Anne W., 286 Cartwright Rd.
 Lanigan, Edward J., 83 Livingston Cir.
 LaPlante, Barbara J., 50 Thornton Rd.
 Lavine, Albert, 151 Gould St.
 Lazovick, Marcia B., 61 Tillotson Rd.
 Leeman, Rose G., 1210 Central Ave.
 Leenhouts, Lawrence E., 351 Manning St.
 Lemay, Richard, 39 Horace St.
 Lennon, Anne, 1180 Greendale Ave.
 Leon, Benjamin J., 41 Ellicott St.
 Liberman, Stuart, 55 Coulton Pk.
 Linsley, Esther M., 1033 Greendale Ave.
 Linde, Irmgard R., 479 Dedham Ave.
 Lloyd, Richard N., 27 Powderhouse Rd.
 Logan, Penelope, 51 Riverside St.
 Logan, Edward P., 50 Nevada Rd.
 Logan, Mary T., 277 Warren St.
 Logue, John L., 217 Edgewater Dr.
 London, Frederick, 218 Marked Tree Rd.
 Lynch, Stephen D., 97 Bradford St.
 Lyons, June A., 71 Norfolk St.
 MacArthur, Peter, 160 Tudor Rd.
 MacDonald, Elva C., 148 Oak St.
 Macdonald, Ethelda S., 37 Whiting Way
 MacDonald, Mary M., 25 Ware Rd.
 MacFarlane, Malcolm V., 1184 South St.
 MacKenzie, Robert L., 15 Peacedale Cir.
 MacVeigh, Mayr, 41 Sutton Rd.
 Macy, Catherine D., 33 Dunster Rd.
 Maguire, Cynthia, 36 Marsh Rd.
 Maher, A. Bruce, 169 Melrose Ave.
 Mahay, Edward M., 166 Fair Oaks Pk.
 Malone, Elizabeth, 23 Ryburn Hill.
 Malone, Patricia, 293 Brookline St.
 Malone, Patricia, 39 Mark Lee Rd.
 Manchester, Paul E., 125 Webster St.
 Mancini, Anthony A., 407 Dedham Ave.
 Maravelias, George A., 22 Lancaster Rd.
 Marks, George S. Jr., 30 Murphy Rd.
 Marsters, John F. Jr., 288 Central Ave.
 Martin, Gertrude I., 80 Rosemary St.
 Martin, Leslie, 39 Dogwood Lane
 Martino, Isabel M., 134 Taylor St.
 Mastropieri, Lawrence G., 71 Maple St.
 McAdam, Leo F., 1167 Great Plain Ave.
 McCarthy, Kathleen, 1202 Greendale Ave.
 McCarthy, Donald J., 29 Sterling Rd.
 McCarthy, Marion V., 18 Avon Cir.
 McDonald, Margaret M., 1208 Greendale
 McDonald, Jane, 140 Dawson Dr.
 McDonnell, Rose Marie, 162 Fier St.
 McGloin, Donald F., 18 Ludwig Rd.
 McGrath, Allen J., 513 Chestnut St.
 McKnight, Samuel, 132 Sylvan Rd.
 McLaughlin, Madeleine, 348 West St.

McQuillan, John J. Jr., 193 Lindbergh
 Meghreblian, Robert V., 28 Gay St.
 Meincke, William J., 8 Hunnewell St.
 Melick, Judith W., 100 Windsor Rd.
 Melnick, Margaret L., 604 Central Ave.
 Mentzer, Edward S., 80 Robinwood Ave.
 Merowitz, Elinore A., 34 David Rd.
 Micciche, Margaret, 1766 Great Plain
 Miceli, Joseph J., 81 Dedham Ave.
 Mills, Stephen J., 112 Barrett St.
 Mineo, John, 8 Tudor Rd.
 Monck, Terry, 283 Chestnut St.
 Moore, Gertrude M., 50 Hillside Ave.
 Morris, Norman L., 33 Jayne Rd.
 Morrison, Alice L., 110 Country Way
 Morrissey, Josephine C., 253 Greendale
 Morse, Bradley F. Jr., 213 Warren St.
 Motchok, Emil P., 26 Locust Lane
 Mullen, Thomas M., 473 High Rock St.
 Mullen, William J., 1574 Central Ave.
 Mullen, James C., 51 Highland Terr.
 Murphy, Mary D., 46 Emerson Rd.
 Murphy, Casilde M., 10 Rosegate Rd.
 Murphy, Edward B. Jr., 9 Grosvenor
 Muther, Stephen L., 54 Glendale Rd.
 Myers, Nancy J., 199 St. Mary St.
 Nadler, Madeline, 59 Deerfield Rd.
 Naughton, John J. Jr., 61 Warren St.
 Neill, J. David, 39 Prince St.
 Newcomb, Robert L., 149 Laurel Dr.
 Niden, Carol L., 28 Old Farm Rd.
 Olive, Frances F., 141 Edgewater Dr.
 Oliver, Henry F., 349 Great Plain Ave.
 O'Toole, John J., 28 Mercer Rd.
 Papretti, Kenneth A., 60 Pine Grove
 Paquette, Thomas, 180 Dedham Ave.
 Passero, Leo P., 136 Maple St.
 Paul, Grant Jr., 34 Hazel Lane
 Paulson, Patricia A., 11 Ridgeway Terr.
 Pearl, David M., 28 Perrault Rd.
 Peirce, Elizabeth, 89 May St.
 Pellegrini, Christine, 31 Arnold St.
 Perethian, Harold, 15 Dunbarton Rd.
 Perito, Guy F., 51 Yurick Rd.
 Petrillo, Loretta A., 109 Paul Revere
 Petrini, Eugenia V., 6 Pine Grove St.
 Phillips, R. Lee Jr., 473 Great Plain
 Fiers, Eleanor F., 168 Broad Meadow
 Plaster, Richard T., 1472 Great Plain
 Portnoy, Barry, 189 Valley Rd.
 Potts, Robert, 43 Peacedale Rd.
 Poulos, Ann M., 11 Mason Rd.
 Prins, Katherine G., 198 Forest St.
 Provencher, Anita M., 260 Washington
 Ramrath, Frank A., 106 Falcon St.
 Reber, Patricia A., 41 Hawthorne Ave.
 Reddington, Mary E., 93 Meadowbrook Rd.
 Reilly, Frederick T., 309 Central Ave.
 Reynolds, Gertrude H., 69 Clarke Cir.
 Rheume, Melinda, 310 Hillside Ave.
 Ricciardelli, Roland R., 62 Sachem Rd.
 Ricciardelli, Norman A., 596 Highland
 Richards, Karl W. Jr., 520 Webster St.
 Riddle, Harry A., 12 Churchhill Lane
 Robbins, Arthur S., 23 Yale Rd.
 Roberts, Basil M., 44 Morningside Rd.
 Roche, Marion, 43 Fairview Rd.
 Rogers, Brian P., 238 Hunnewell St.
 Rose, Joan M., 36 Newbury Pk.
 Rosen, Selma, 49 Tillotson Rd.
 Ross, Sylvia I., 126 Jarvis Cir.
 Rougeau, John, 203 Hunting Rd.
 Roussos, Nicholas P., 25 Glendon Rd.
 Rowell, Walter H. Jr., 27 Washburn Ave.
 Ryan, Jean P., 847 Webster St.
 Rynne, William E., 7 Broad Meadow Rd.
 Salvaggio, Charles A., 906 Greendale
 Salvucci, Donald A., 43 Oak Hill Rd.
 Savignano, Joseph Jr., 128 Hunnewell St.
 Savignano, Joseph P., 1107 Webster St.
 Scalia, Joseph P., 53 Whittier Rd.
 Scarcella, Angelo, 12 Bradford St.
 Scheufele, Robert J., 1347 Great Plain
 Schmall, Stephen A., 125 Brookline St.
 Schmeisser, Lester R., 33 Border Rd.
 Schwarzman, Zvi, 58 Fay Lane
 Scofield, Robert A., 25 Lindbergh Ave.

Scott, Virginia R., 71 Dawson Dr.
 Scott, Eileen D., 45 Grant St.
 Scribner, Edward A., 50 Grosvenor Rd.
 Seff, Irene K., 45 Fairfield St.
 Semo, Helen, 83 Webster St.
 Setian, Zohrab Y., 26 Bennington St.
 Seymour, Eileen B., 65 North Hill Ave.
 Shapiro, Harvey, 178 Hunnewell St.
 Shapiro, Ethel L., 44 Lee Rd.
 Shaughnessy, Frederick, 50 Grammere Rd.
 Shaw, Bradley A., 85 Richard Rd.
 Sheppard, Allen E., 6 Glenwood Rd.
 Sherman, Gregory E., 22 Taylor St.
 Shuman, Alvan E., 99 Evelyn Rd.
 Signore, Thomas, 145 Reservoir St.
 Sillesky, J. Darrison, 41 Perry Dr.
 Silverstein, Cynthia E., 208 Webster St.
 Simonsen, Gordon, 35 Livingston Cir.
 Skinner, Ruth C., 25 LaSalle Rd.
 Slater, Eve M., 45 Hoover Rd.
 Smith, William J., 343 Hunnewell St.
 Smith Lillian A., 400 Hillside Ave.
 Smith, Reginald N., 165 Brookside Rd.
 Smith, Sophia C., 60 Prospect St.
 Sorrentino, Mary A., 177 Central Ave.
 Spalding, Robert V., 26 Wiltshire Pk.
 Spear, Serita, 17 Elliot Rd.
 Spear, Barbara, 30 Harvard Cir.
 Squires, Alice H., 277 Harris Ave.
 St. Onge, Ruth E., 16 Woodbury Dr.
 Steeves, Walter E. Jr., 128 Lexington
 Stevens, David K., 1703 Central Ave.
 Stewart, Linnea C., 390 High Rock St.
 Stone, Mary E., 36 Highland Cir.
 Storrie, Douglas F., 87 Barrett St.
 Stratton, Dorothy M., 81 Whitman Rd.
 Stroh, Raymond W., 33 Arch St.
 Sudhalter, Annette, 20 Bellevue Dr.
 Sullivan, David C., 29 Aldridge Rd.
 Sullivan, Helena T., 566 Great Plain Ave.

Swartz, Myer H., 197 Rosemary St.
 Tarabelli, Eleanor M., 109 Pine Grove
 Thomas, Janet M., 47 Greendale Ave.
 Thompson, William G., 61 Briarwood Cir.
 Thompson, Robert V., 1206 Greendale Ave.
 Thorpe, Evelyn B., 764 Central Ave.
 Tiberi, Bernice, 18 Bridge St.
 Tocci, Ronald C., 26 Meetinghouse Cir.
 Trabucco, Yola T., 6 Dogwood Lane
 Tranfaglia, D. Theresa, 25 Rae Ave..
 Triantafel, Deborah, 55 Holmes St.
 Trowbridge, Mildred H., 49 Dawson Dr.
 Trumbour, Paul G., 1831 Central Ave.
 Twombly, Albert A., 42 Needhamdale Rd.
 Vaillancourt, Charles J., 269 Linden St.
 Vallee, Robert P., 27 Hill St.
 Vannah, Gordon A., 126 Clarke Rd.
 Volk, Irma J., 111 Oak St.
 Wadleigh, Pauline, 18 Fairfax Rd.
 Walker, James, 51 Windsor Rd.
 Warren, Jeanne M., 123 Elmwood Rd.
 Webb, Joseph T., 215 Fisher St.
 Weiler, Stephanie J., 21 Lexington Ave.
 Weiner, Herbert B., 132 Forest St.
 Wellington, Elise B., 120 Clarke Cir.
 White, Henry J., 87 Fairview Rd.
 White, Charlotte A., 169 Harris Ave.
 Wickman, Suzanne M., 92 Aletha Rd.
 Wilkins, Ann J., 401 Warren St.
 Williams, Ann, 52 Sherman St.
 Williams, Loris T., 31 George Aggott Rd.
 Williamson, Alan D., 35 Russell Rd.
 Williamson, John P., 15 Norfolk St.
 Winter, Charles G., 100 Elder Rd.
 Woodley, John D., 9 Ingleside Rd.
 Worthen, John A., 42 Pinewood Rd.
 Wright, Joanne, 190 Parish Rd.
 Wright, Judith, 26 Cross St.
 Wright, James C. Jr., 893 Webster St.
 Yannoni, Raffaella F., 23 James Ave.
 Zimmerman, John W., 10 Bess Rd.
 Zwible, Walter J., 700 Webster St.

